CANADA

THE LABOUR GAZETTE

Published Monthly by the
ARTMENT OF LABOUR
CANADA

Vol. LXIII No. 5

MAY 31, 1963

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance.

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Price 35 cents. Catalogue No. L1-1961

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents. L2-2/1962

Industrial and Geographic Distribution of Union Membership in Canada, 1962 (English or French). Price 15 cents. L32-763

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents. L2-159

Wage Rates, Salaries and Hours of Labour. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance and service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are indicated in tables of index numbers by industry. (Bilingual). L2-544

First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $1.30.

Group Hospitalization and Medical Insurance Plans in Canadian Manufacturing Industries (English or French). Price 35 cents. L36-558

Working Conditions in Canadian Industry, 1962. L2-1562

Labour Management Research Series

1. *Provisions for Income Security in Canadian Manufacturing Industries.* L2-22/1
2. *Shiftwork and Shift Differentials in Canadian Manufacturing Industries.* L2-22/2
3. *Sickness and Accident Provisions in Canadian Industry.* L2-22/3

Price 35 cents.

Professional Manpower Bulletins

1. *Trends in Professional Manpower Supplies and Requirements* (out of print) L2-2001
2. *Immigrants in Scientific and Technical Professions in Canada.* L2-2002
3. *Canadians Studying in the United States for Degrees in Science, Engineering, Agriculture, Architecture and Veterinary Medicine, 1955-56.* L2-2003
4. *Recent Changes in Engineering Manpower Requirements and Supplies in Canada.* L2-2004
5. *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1958-1960* (superseded by Bulletin No. 8) L2-2005
6. *The Early Post-Graduate Years in the Technical and Scientific Professions in Canada.* L2-2006
7. *Engineering and Scientific Manpower Resources in Canada: Their Earnings, Employment and Education, 1957.* L2-2007
8. *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1960-62.* (Superseded by Bulletin No. 13) L2-2008

(Continued on page three of cover)

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

Editorial Staff

Editor
W. S. Drinkwater

Assistant Editor
R. M. Dyke

Editor, French Edition
Guy de Merlis

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board
By Malak

Vol. LXIII, No. 5 — CONTENTS — May 1963

University Research Program 358
50 Years Ago This Month 359
Notes of Current Interest 360
Spring Conference, Personnel Association of Toronto 363
The Portable Pension Experiment 368
Industrial Fatalities in Canada, 1962 371
Latest Labour Statistics 373
Employment and Unemployment, April 374
Report of Sheltered Employment Conference 376
Don't Judge Man's Worth by Date of Birth 377
Careers for Women in Mathematics 378
Collective Bargaining:
Collective Bargaining Scene 380
International Labour Organization:
Director-General's Report to ILO Conference 385
Teamwork in Industry 388
Industrial Relations:
Certification Proceedings 389
Conciliation Proceedings 396
Canadian Railway Board of Adjustment No. 1 397
Labour Law:
Legal Decisions Affecting Labour 400
Recent Regulations under Provincial Legislation 404
Unemployment Insurance:
Monthly Report on Operation 406
Monthly Report on Placement Operations of the NES 407
Decisions of the Umpire 407
Labour Conditions in Federal Government Contracts 412
Prices and the Cost of Living 416
Publications Recently Received in Department's Library 417
LABOUR STATISTICS 421

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: $3 per year, single copies 50 cents each; all other countries: $5 per year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, $1.50 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—$5 per copy delivered in Canada, $7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

66607-3—1

University Research Program

Since 1951, Department, in co-operation with Canadian universities, has made annual grants to qualified persons undertaking research studies in the labour field. The 75 grants made since start of program have amounted to $68,650

Since 1951, the Department of Labour, in co-operation with representatives of Canadian universities, has awarded grants annually to qualified persons undertaking studies in the labour field. During 1962, grants totalling $8,700 were awarded for seven different studies (L.G., April, p. 276).

The purpose of the grants is to facilitate research projects directed to a better understanding of labour matters in the Canadian economy.

When the Labour Department-University Research Program began in 1951, grants were awarded for studies in industrial relations; in 1961 the program was widened to include research in manpower requirements and utilization, and investment in education and training.

In 1962, the amount available for these grants was raised from $7,000 to $10,000 a year. Since the start of the program, 75 initial and supplementary grants have been made, totalling $68,650 and involving 51 individual studies.

This financial assistance may include the covering of the expenses of conducting the studies, or of the hiring of research, clerical, or stenographic assistance.

Results of Program

The program has considerably increased the body of knowledge on a number of complex problems in the field of industrial relations. It has also attracted research persons to the general field of labour economics, in which today there is a shortage of qualified workers, particularly in the rapidly expanding area of manpower research.

Applicants for grants and their subjects for studies are approved by the Labour Department-University Research Committee, under the Economics and Research Branch. The present Committee has six members, three representing the university community and the three others, the Department of Labour.

The three University representatives are: Prof. H. D. Woods, McGill University; Prof. Oswald Hall, University of Toronto; and Prof. Jean-Réal Cardin, Laval University. The three Department of Labour representatives on the Committee are: Dr. W. R. Dymond, Assistant Deputy Minister of Labour, who is Chairman of the Committee; J. P. Francis, Director, Economics and Research Branch; and Bernard Wilson, Director, Industrial Relations Branch.

Secretary of the Committee is Dr. Gil Schonning, Assistant Director, Economics and Research Branch. Assistant Secretary is N. M. Meltz, also of the Economics and Research Branch.

The appointment of representatives from the universities is made by the Minister of Labour on the basis of suggestions from the universities.

Applicants

Applicants or candidates for grants must be postgraduate students, university faculty members, or others possessing research qualifications, provided they are Canadian citizens or have a degree from a Canadian university.

The postgraduate training of applicants must be in a social science. Applicants who have not attained their Ph.D. degree or professorial rank in a university are required to have a qualified university staff member act as consultant on their research programs.

Subjects of studies and candidates approved by the Committee during 1962 were announced in the April LABOUR GAZETTE, page 276.

Must Submit Report

The rights to a study remain the property of the author. It is required of him, however, that he submit a report and summary of his findings to the Labour Department-University Research Committee.

Studies have been published in article and book forms. Digests of some have appeared in the LABOUR GAZETTE: "Labour Arbitration in Canada," by Prof. A. W. R. Carrothers, University of British Columbia; "Government Supervised Strike Votes," by Prof. F. R. Anton, University of Alberta, both in 1961; and "Patterns of Industrial Dispute Settlement in five Canadian Industries," in 1959.

50 Years Ago This Month

Representatives of British Columbia Federation of Labour, appearing before Provincial Labour Commission, complain of take-over by Orientals of many jobs in province, comment on eight-hour day and on unemployment of past winter

The views and desires of organized labour were set forth at hearings of the Provincial Labour Commission of British Columbia in Vancouver, a report of which was published in the LABOUR GAZETTE of May 1913. The following were among the matters pressed by representatives of the British Columbia Federation of Labour.

Asiatics had taken possession of the industrial field in British Columbia to an extent hardly realized by the people of the province themselves, one of the Federation's spokesmen said. Canneries and sawmills were manned almost exclusively by Orientals, and truck gardening had become entirely the work of the Chinese. In fact, Orientals were found to a greater or less extent in almost every industry with the exception of railway construction, from which they had so far been excluded by law.

Organized labour considered this a very undesirable state of affairs but thought that little could be done about it unless and until a rigid policy of Oriental exclusion was adopted. Meanwhile, an emphatic demand was made that the children of Orientals should not be allowed to attend the same schools as whites. "This demand," the GAZETTE's report said, "was based frankly on the contention that Oriental children exert a bad moral influence, to which the children of their white neighbours ought not be subjected."

The Federation was concerned about prevention of the theft of carpenters' tools, which seemed to have become widespread in the Coast cities. The Federation's representative proposed that it should be made a legal requirement that "before such tools can be pawned or sold to a secondhand dealer, the owner or alleged owner must go to the nearest police station and make affidavit that the tools are his, and must be accompanied by a householder favourably known to the police who would be required to make a similar affidavit . . ."

A second plan of dealing with the problem was proposed by another witness, who suggested that, "as every carpenter is in the habit of stamping his name on the handles of his tools, all that was necessary would be to keep the tools in one place, and the name stamp in another; and to make it a provision of law that no such tools could be pawned or sold unless accompanied by the name stamp."

Payment of wages in cash, instead of by cheque, was another matter that was "vehemently urged," the GAZETTE said. Payment every week, or at least every two weeks, was advocated. But this question "was found to involve to a considerable extent the problem of a weekly half-holiday.

"There is now a weekly half-holiday on Wednesday in some of the municipalities of the province, but a feeling exists that it ought to be universal, and ought to be on Saturday afternoon. One great obstacle in the way of realizing this ideal is that Saturday is payday in most of the trades, and if the half-holiday is to be introduced, the payday will have to be changed."

The manager of a large department store in Vancouver who told the Commission that he was in favour of a Saturday half-holiday remarked that the great bulk of the business done on Saturday afternoon and evening was with working people. This was regretfully admitted by the representatives of organized labour, the LABOUR GAZETTE said, but was blamed largely on the present system of payment of wages.

"Something, but not very much, was said about the eight-hour day. Broadly speaking, the eight-hour day prevails where labour is organized, and does not prevail where labour is not organized. The building trades all have eight hours, as have also the miners. On provincial Government road construction the day is nine hours. Mr. ——— specifically asked that in smelters the working day be reduced to a maximum of eight hours. He declined to suggest a similar arrangement for the street railway, whose day is now nine hours . . ."

The employment agencies that "flourish" on the Coast were described by the representatives of organized labour "in language of contempt. Employment agents were characterized as undesirable citizens who are constantly guilty of taking fees from poor men, whom they then get rid of by sending them to points where no employment is to be obtained."

A Federation representative estimated that "about 10 per cent of organized labour, and about 30 per cent of unorganized labour, had been idle in Vancouver during the past winter."

66607-3—1½

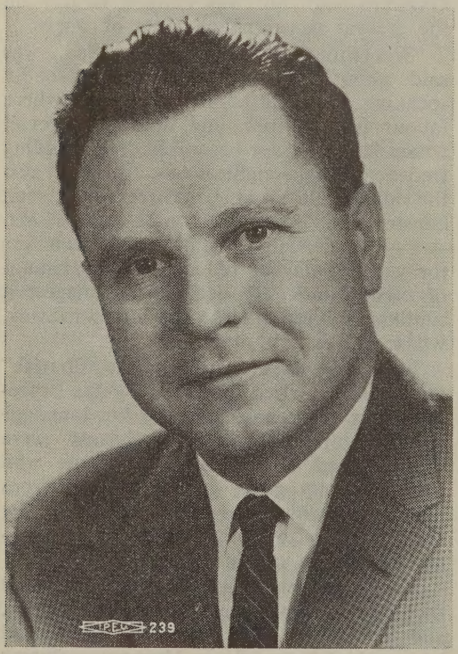
Allan J. MacEachen New Minister of Labour

Allan Joseph MacEachen, born in Inverness, N.S., in 1921, and M.P. for his native riding of Inverness-Richmond, was sworn in as Canada's 17th Minister of Labour on April 22.

Mr. MacEachen is a B.A. (1944) of St. Francis Xavier University and an M.A. (1946) of the University of Toronto, where he studied economics. He was Professor of Economics and Head of the Department of Economics and Social Sciences of St. Francis Xavier University from 1946 to 1948. He studied at the University of Chicago, Department of Economics, in 1948, and at the Massachusetts Institute of Technology, Department of Economics and Social Science, in 1951-53.

The new minister was first elected to the House of Commons in the general election of 1953, and re-elected in 1957. He was defeated in the general election of 1958, and was elected again in 1962. He served as Special Assistant to Prime Minister Pearson from 1958 to 1962, while the latter was Leader of the Opposition.

Mr. MacEachen was Parliamentary Observer to the 10th General Assembly of the United Nations in New York in 1955, and alternate Canadian Delegate to the 22nd Session of the Economic and Social Council of the United Nations in 1956.



—*Paul Horsdal, Ottawa*

Hon. Allan J. MacEachen

On April 25 the Prime Minister announced the appointment of James Allen Byrne as Parliamentary Assistant to the Minister of Labour.

Mr. Byrne, who is 52 years of age, was liberal M.P. for Kootenay East from 1949 to 1958, and regained his seat in the general election of 1962.

He is a mine supervisor and a member of Local 651, International Union of Mine, Mill and Smelter Workers (Canada).

Chief Conciliator in Toronto, F.J. Ainsborough Retires

Francis J. Ainsborough, industrial relations specialist in charge of the Toronto office of the Industrial Relations Branch of the Department of Labour since 1948, retired on April 19 after 26 years service with the Department.

Mr. Ainsborough, who was born in Ottawa in 1892, was graduated from Ottawa University in 1912. The same year he joined the Grand Trunk Railway as a clerk-accountant. During the First World War, he enlisted as a gunner in the Royal Canadian Field Artillery in 1915, and saw service in France. He was wounded in 1917, and was discharged in 1919 as a lieutenant. He was awarded the Mons Star and the Military Cross.

After his return to civil life, Mr. Ainsborough spent more than 25 years in the Passenger Car Department of the Canadian National Railways in Ottawa. During this time he was for 16 years local chairman of his division, and also served as a member of the Board of Adjustment, Canadian National Railways. At various times he held office as President of the Ottawa Division of the Canadian Brotherhood of Railway Employees, as the union was then called.

In 1938, he was appointed junior wage investigator and conciliation officer in the Department of Labour. He was promoted to Industrial Relations Officer 3 in 1941 to Industrial Relations Officer 4 in 1947, and to Industrial Relations Specialist in 1948. In 1953 he was promoted to Industrial Relations Officer 7.

Mr. Ainsborough has been succeeded by T. B. McRae.

Two Advisory Bodies to Minister Marking 20th Anniversaries

This year is the 20th anniversary of the formation of the Vocational Training Advisory Council and of its associated National Apprenticeship Training Advisory Committee. The Vocational Training Advisory Council was recently renamed the National Technical and Vocational Training Advisory Council.

To mark the occasion, the meeting of the Council this month was extended from the usual two days to five days, and was held in Edmonton and Calgary rather than in Ottawa. Dr. G. Fred McNally, chairman of the Council, is a former Chancellor of the University of Alberta.

The opening session in Edmonton on May 27 was a joint meeting of the Council and the Alberta Technical and Vocational Training Advisory Board.

During the week the Council participated in official openings of three buildings: of the Northern Alberta Institute of Technology in Edmonton on May 27, of a project of the Calgary Public School Board on May 28, and of the Education Building, University of Alberta, Edmonton, on May 30.

The original Vocational Training Advisory Council came into being in 1942-43. It was set up to advise the Minister of Labour on the operation of the Vocational Training Co-ordination Act, enacted on June 13, 1942 to replace the Vocational Education Act, 1931. The Council held its first meeting on February 23-24, 1943.

The Council was replaced by the National Technical and Vocational Training Advisory Council with the enactment in 1960 of the Technical and Vocational Training Assistance Act to replace the 1942 Act.

The National Apprenticeship Training Advisory Committee was formed in 1943 as a standing committee of the then Vocational Training Advisory Council—now the National Technical and Vocational Training Advisory Council. The Committee makes recommendations to the Council on interprovincial apprenticeship training as it relates to the federal-provincial Apprenticeship Training Agreement.

The first standing committee on Apprenticeship and Industrial Training consisted of a chairman and six members (L.G. 1943, p. 348). It made its first recommendations on apprenticeship to the Council at the latter's first meeting in February 1943.

The committee's report, which was approved by the Council, recommended that apprenticeship acts be passed in those provinces not yet having such acts; proposed the appointment of a full-time Director or Supervisor of Apprenticeship by each provincial Government; and recommended that a thorough study be made of existing apprenticeship programs and of the development of additional programs.

The first report further urged that efforts be made to induce young people to enter and continue in courses of apprenticeship or vocational training during the period immediately following the cessation of the Second World War.

Today the National Apprenticeship Training Advisory Committee consists of a chairman and 11 members, representing the provinces, organized labour, and employers.

The present Chairman is H. C. Nicholls, President, Milne and Nicholls Limited, Toronto.

NLRB Awards Photocomposition Work to Typographical Union

An award by the National Labor Relations Board in the United States has confirmed an employer's assignment to members of the International Typographical Union of the job of setting newspaper type by a new process of photo composition, notwithstanding the contention of the American Newspaper Guild and the International Photo Engravers' Union that the work was more closely allied to that of their craft.

The Philadelphia Inquirer employs the new process to set 20 per cent of its advertising matter. The process uses a photographic method involving a good deal of dark-room work instead of the traditional way of forming type by casting hot metal.

In justifying the assignment of this work to the ITU, the employer argued that it was part of an integrated process, all parts of which should be performed by members of the same union, and secondly that employees displaced by the new process were entitled to the work it created.

The chairman and one of the members of the Board agreed with the employer's decision in assigning the work to ITU members, noting that the spread of the new techniques jeopardizes the jobs of many composing room employees. They also thought favourably of the ITU's foresight in training its members for the new jobs.

Another member disagreed with this reasoning but accepted the decision of the other two because he "would upset an employer's assignment only in the face of circumstances which virtually compel a contrary result."

The minority of the Board favoured the newspaper's regular photographers, represented by the Newspaper Guild, for the work.

Writer Deals with Fallacies and Facts About Automation

The problems that automation gives rise to are not unprecedented, either in kind or in degree, but the solutions will not come automatically, says Victor R. Fuchs, a member of the staff of the National Bureau of Economic Research in the United States and a consultant to the Ford Foundation, in an article, "Fallacies and Facts About Automation," in *The New York Times Magazine* of April 7.

Greatest Danger

"The greatest danger is not that technological change will come too quickly, but that our institutions will adapt too slowly to the problems and the promise of automation," he says.

The present debate over automation, he contends, tends to be dominated by the "alarmists" and the "do-nothing" schools—those, on the one hand, who can see nothing but glutted warehouses and unemployed people; and, on the other, those who regard automation as an unmixed blessing.

He enumerates some of the fallacies of the "alarmists" and answers them as follows:

1. "The rate at which labour is being displaced by technological change is more rapid now than in the past.—This particular fallacy lies at the heart of the "alarmist" position. It is the fundamental premise; the rest is elaboration . . . But the fact is that there is no economic evidence to support this premise."

2. "Automation makes it possible to produce more goods and services than we can possibly use.— . . . Most of [this] talk is nonsense."

3. "Automation will result in mass unemployment because there will not be enough purchasing power to buy the increased output. . . . —[This] is not factually false, but it is illogical . . . This could happen. Indeed, it did happen in the 1930's. But it is incorrect to argue that it must happen. Whether it does or not will depend primarily on whether we are able to manage our monetary and financial affairs in a sensible manner . . ."

Fallacies of Other School

Of the fallacies of the "do-nothing" school, Mr. Fuchs says:

1. "Automation automatically creates at least as many new jobs as it eliminates . . . —The job-creating potential of automation is present, but there is nothing automatic about it. It depends upon many things—price policies, wage policies, investment policies and the maintenance of a high level of effective demand in the economy."

2. "Automation always results in more interesting jobs, requiring greater skill and training . . . —If one takes a national and long-run view of automation, it is clear that skill and educational requirements will be upgraded. Similarly, technological unemployment tends to disappear in the long run. The fallacy lies in the failure to realize that what is true in the long run need not be true in the short, and what is true in general is not true in some specific cases."

3. "Any problem created by automation can be solved by the individual firm concerned or by local government.—Efforts by individual firms, unions and local governments to deal with the problems created by automation are to be commended. We should not, however, blindly put our trust in them simply out of fear or dislike of the federal Government. Some federal activities are warranted on economic grounds, and might obviate the necessity for the Government to assume a much larger role . . ."

Productivity Council Given Report On Research into Automation

A report on research into the effects of automation and technological change was given to the National Productivity Council at a regular meeting in Ottawa at the end of March by J. P. Francis, Director of the Economics and Research Branch, Department of Labour.

Mr. Francis stressed that technological changes were causing constant shifts in occupations, requiring continuous training of adults to meet the job changes. His report called for labour and industry to make a joint approach to the problems of training and retraining.

Other reports to the meeting were given by Dr. John Convey, Director of the Mines Branch, Department of Mines and Technical Surveys, a Council member, on research and development activities in the Canadian steel industry; by Dr. J. F. Lehmann, Director of Work Study for the Council, on the first national work study school being conducted at the Nova Scotia Technical College; and by A. H. Turner, Director of the Economics Division of the Department of Agriculture, on the increase in productivity in Canadian agriculture.

The Council approved plans, described by Dr. Lehmann, to establish a work study school in British Columbia and a work study centre in Quebec. Mr. Turner's report emphasized the need for training programs specifically tailored to agriculture.

21st Annual Spring Conference of Personnel Association of Toronto

Subjects of addresses include industrial relations developments, the Ontario portable pensions bill, implications of labour relations abroad, government intervention in labour-management relations. One panel discusses arbitration

The 21st Annual Spring Conference of The Personnel Association of Toronto Inc., held on April 4 and 5 in Toronto, was attended by some 1,600 delegates. Among the subjects of addresses and panel discussions were a number dealing directly with labour-management relations.

Speaking on new developments in industrial relations, in the keynote address of the Conference, H. J. Clawson, Vice-President, Personnel, The Steel Company of Canada, Limited, asserted that prosperity in Europe was not primarily the result of labour-management co-operation, but of other factors, and that what works there would not necessarily work here.

A report on the Ontario "portable pensions" bill—which he described as unique on the North American continent and possibly in the world—was given by Laurence E. Coward, Vice-President and Director, William M. Mercer Limited. His address is dealt with separately below.

Dealing with the implications for Canada of labour relations abroad, John A. Belford, Vice-President, Personnel and Industrial Relations, Massey-Ferguson Limited, pointed out that industrial relations systems were not exportable—neither from Europe to Canada nor in the other direction—although there was much that could be learned from one another.

Discussing government intervention in labour-management relations, Colin C. Young, former member of the Ontario Labour Relations Board, pointed out, among other statements, that the OLRB was too often occupied with purely judicial matters that should be settled in the courts instead. The current practice also provided appreciable possibilities for error and injustice, he thought.

One of the panel discussions at the Conference centred on trends and highlights in arbitration. Moderator of this panel was D. G. Pyle, Central Ontario Industrial Relations Institute, and the other members were: John H. Osler, Q.C., of Jolliffe, Lewis and Osler; J. Wilfred Healy, of Miller, Thomson, Hicks, Sedgwick, Lewis and Healy; and G. A. Peckham, Ford Motor Company of Canada Limited.

H. J. Clawson

In his keynote address to the convention, "New Horizons for Personnel Management," H. J. Clawson, Vice-President, Personnel, The Steel Company of Canada, Limited, included a discussion of labour relations.

Mr. Clawson demonstrated that, although a great deal had been learned about collective bargaining in a relatively short period of time, there were still many problems remaining. He touched upon three of these.

First, he thought that "there will be more rather than less government intervention in the collective bargaining process, despite virtually unanimous opposition by both management and organized labour." He predicted that there would be a great deal more compulsory arbitration or government decree in negotiation of disputes within the next 10 to 15 years, and that this might become "a universal pattern in the major industries."

This trend would be accelerated by two basic factors: public interest would not allow anything more than a short strike in certain key industries, and governments might not be prepared to tolerate agreements in important pattern-setting industries "when such bargains may be inconsistent with government fiscal policies in maintaining certain wage or price levels." Industrial peace was not necessarily the same thing as economic wisdom, he said, citing the action of the Kennedy Administration in the United States when it proposed general guide lines for wage bargaining (L.G., July 1962, p. 812).

Mr. Clawson said that he was not advocating a system of government compulsion, but that he saw it coming "in spite of the grave consequences it would have for our free enterprise and free collective bargaining system."

There was something to be said, however, in favour of arbitration boards making binding awards in certain negotiation disputes, he stated, pointing out that such boards would be more likely to exercise power more responsibly than fact-finding or conciliation boards who recommend non-binding awards that employers feel compelled to accept, but which unions "have no compunction about rejecting."

Second Problem

The second problem he dealt with was government-labour-management co-operation. It was fashionable to talk about it, but the tendency was to oversimplify the matter, said Mr. Clawson, especially with references to Europe. He suggested that Europe's prosperity in the past decade was "due to a variety of factors, most of which were unrelated to so-called labour-management co-operation."

The structure of government, industry and especially organized labour is so different that what works there will not necessarily work here, he said. "Finally, one should ask, where is the evidence that they have labour peace in Europe?"

He found a greater concern in the fact that "the type of co-operation now contemplated may well accelerate the very result which it is designed to avoid, namely, massive government intervention." He asked where would be found the necessary checks and balances under such conditions, who would guard the public interest, and who would protect the interests of union members and employees. Asserted Mr. Clawson:

> Co-operation involves more than some sort of formal rapport between monolithic bodies of employers and unions. Co-operation must begin at the employee-supervisor level, and years of research by innumerable social scientists has failed to turn up any other method of motivating individual employees toward greater productivity.

If co-operation could not work at the plant level, which is the point where it must begin, he said, what reason was there for believing that more grandiose schemes would work.

Third Problem

The third labour relations problem he dealt with was the controversy about the scope of the arbitrator's jurisdiction in grievance arbitration. It had been the view of both unions and management from the outset that an arbitrator should be governed by the terms of the collective agreement, and not interpose his opinions, Mr. Clawson said. A few arbitrators in the United States had proceeded on the assumption that "they had a mission to see that problems were solved and not merely adjudicated, even if the parties had not dealt with the issue in the agreement. Unfortunately, this view was upheld last year by a majority of the Supreme Court of the United States."

Because most arbitrators in Canada have been judges, this theory had not made much progress here, he said, although there had been ventures into this field. He hoped that arbitrators would continue their functions in the judicial tradition—an essential part of which was that judges were supposed to find the law, and not make the law.

John A. Belford

"Industrial relations systems are not exportable—neither from Europe to Canada nor in the other direction. This is not to say there isn't much to learn from one another. There is." So stated John A. Belford, Vice-President, Personnel and Industrial Relations, Massey-Ferguson Limited, in his address "Labour Relations Abroad—Implications for Canada."

Speaking as an industrial relations executive with an international manufacturing company, and as an observer of economic conditions, and industrial relations in particular, in the United Kingdom, France, Germany and Italy, he compared conditions in those countries with those of Canada and North America, mentioning some of the differences and similarities.

Some of the most significant contrasts were:

—Significantly higher Gross National Product per head in North America than in European countries.

—Employees' income in North America is more than proportionately higher than in Europe.

—Over most of the last decade, GNP per head has risen faster in Europe than in North America: between 1953 and 1961, the real percentage change per head has been 43 on a composite basis for all EEC countries, 6 for the United States, and 2 for Canada.

—Labour costs are rising faster in Europe than here.

—Unemployment in Canada is currently running at 8½ per cent of the labour force, whereas in Europe there is near-full or full employment, or critical labour shortage.

—There is generally a higher utilization of capital resources in Europe, although the trends are currently reversing.

—Major industrial western nations outside the EEC face a balance-of-payments problem in varying degrees.

Common Elements

In spite of these contrasts, there were certain elements common to both this continent and Europe, all of which are having or will have "dramatic effects" on labour relations. These common features were preoccupation with job security, emphasis on welfare, and emerging national economic planning.

He had not observed that local economic conditions and problems had affected labour's preoccupation with job security. Nor had he observed that national economic problems had affected labour's attitude to, or management's success in implementing, technological change and improved efficiency.

"Where there are differences, they reflect the quality and resources of management. Capital and the competence of management make the difference," he stated. This conclusion gave little comfort to the manager who ascribes poor performance to the attitude of workers and the union, or who looks outside to labour-management-government co-operation at the national level to solve his operating labour relations problems, Mr. Belford said.

On the emphasis on welfare he said it was "a fact of life that can no more be ignored than the burden of defence costs." Welfare commitments will not reduce, he declared.

On national economic planning, now becoming "quite fashionable" in the more advanced, free enterprise nations, he recalled that influential representatives of both management and labour had publicly expressed views consistent with this changing attitude. This trend, if it continues, will have important implications in industrial relations.

Differences

With these common elements as background, there were differences that an industrial relations executive should recognize and understand:

—The North American industrial relations system is "odd man out" and the approach is unique in the world. Such concepts as the "appropriate bargaining unit," the principle of majority rule, and compulsory bargaining in good faith, are exclusively North American, and to other parts of the world are "unnatural, awkward and, in some respects, undemocratic."

—In France, there is a constitutional prohibition on any contractual restriction of the right to strike.

—In England, there is much more "freedom of enterprise" in labour relations than in America. Disputes are resolved with much greater freedom of management action than would be possible in Canada.

—In Europe, labour's ideological rejection of a market economy that presupposes layoffs means it will have no truck with layoff procedures and agreements "are silent on employee rights in a work-force reduction, and management is quite free contractually to decide which workers will be fired."

—Generally, unions in Europe are strongest at the centre and weakest in the plant. Industrial relations lack the "dynamism, the innovation, the local adaptation to local conditions that characterize the Canadian system, where the power centres in industrial relations rest at the company or plant level."

—The political strike, as opposed to the economic, has been a major instrument of union policy in many countries of continental Europe.

—European management, unlike that in North America, has not taken over the union function of membership recruitment and dues collection. Also, in Britain, for example, wherever as a condition of employment the worker must join a union, it need not be a particular one, but *some* union of his choice.

—West German workers have the constitutional right to join or not to join a union: any action that would impose union membership as a condition of employment is illegal. And in France, the *Code de Travail* of April 1956 in effect makes a consideration of union membership in hiring, promotion or compensation a form of discrimination; it is also forbidden to make payroll deductions for union fees.

—European unions are national organizations. In Canada, our most important unions are international ones, the speaker pointed out.

—European management is less restricted by union contract than that of North America. This applies even in Germany, where the "Co-determination Law" seats a labour representative on the Board of Directors.

Systems Not Exportable

After commenting on the report of the tripartite fact-finding mission to Europe sponsored by the National Productivity Council, he stated that labour relations systems are not exportable—from Europe to Canada or in the other direction. This did not mean that there wasn't much that could be learned from one another, he added.

"Labour relations in Canada has been at least as constructive within our economic and industrial relations system as labour relations abroad in their own national settings," he said. Much improvement could be made, but there was no reason for Canadians to feel that, in contrast with others, they had failed to build a viable industrial relations system, or that it is a drag on the economy.

"History and economic analysis show that the prosperity of a nation is determined by climate, natural resources, literacy, stage of economic development, scale of markets and national fiscal and monetary policies—*not* by industrial relations systems,' he explained.

Need Definition of Terms

Mr. Belford then called for a definition of terms. If "co-operation" meant joint management—"joint management means power of veto"—it would deny the very justification for the existence of a union, and would let down the union members. "What resource for protest against management decisions has an employee whose union is a party to those decisions?"

But he stressed his support of labour-management co-operation and urged meetings of labour and management away from the bargaining table. He listed conditions that should be met if such meetings are to realize their full value:

—"Representation at these meetings should conform with the structure of the collective bargaining relationship.

—The representatives of both sides should be those officials who carry the authority and responsibility for the continuing industrial relationship.

—Explicit ground rules should be clearly understood. For example, exchange of information and discussion would not comprise negotiations.

Finally Mr. Belford said:

"It is the responsibility of government to provide information about the economy and its problems—including its relations with other economies—which defines the national interest in any major negotiating situation. Otherwise, I believe government should avoid interference in free collective bargaining except as it may be dictated by compelling public interest.

"Management, on its side, must recognize that it has as much accountability for the quality of labour relations in its own plants as it has for the quality of the design of its products and the effectiveness of its marketing strategy."

Colin C. Young

"If government intervention in labour-management relations today takes a form or has reached a point which displeases you, then a large part of the blame is to be laid at your own doorstep, for there has been too little constructive discussion, too little argument, too little support for or protest against things as they are," said Colin C. Young, a former management member of the Ontario Labour Relations Board, in an address, "Government Intervention in Labour-Management Relations," to the Personnel Association of Toronto.

"Underlying all this," he added, "there has been too little organized thought devoted to exactly where things do stand today—too little serious examination of the philosophical justification of government intervention in the first place, of the means employed to effect the intervention, of the structural and other limitations inherent in the administrative tribunal, of the respective roles of the administrative tribunal and the law courts.

"Beyond this, there has been too little analysis of the effects of government intervention, its effects on individual, group and corporate rights, on the attitudes of the parties and on the evolving character of their relationships."

Mr. Young expressed the view that it was about time, after 20 years of intensive government intervention in labour-management relations, that Canadians examined these problems and made a judgment on them. We should find out whether we are on the right track, he said, "or present theories and practice will become so ingrained in our way of life as to become traditions."

The longer we are willing to "see things as usual," to consider them "something to go through," the more complete is our abdication of our right and our responsibility to look critically at this aspect of society and its development, Mr. Young said.

"Our attitude to government intervention in labour-management relations in the last 20 years has been strangely superficial and passive . . . We have generally sat back and failed to make the deep, searching, objective analysis of the whole field that would reveal the philosophies and trends, the long-run problems or prospects with which we should really be concerned."

By avoiding discussion and by failing to build a body of useful theory and valid tests to measure development and ideas, we are leaving the door wide open "for the opportunist, the experimenter, the man with the 'certain' cure or the easy solution," he warned.

Although all generally accepted theories of political organization would now concede that there is some scope for government intervention, said Mr. Young, there was a wide diversity of views on the proper degree of intervention.

Here he compared the structure of the Ontario Labour Relations Board in 1950 with that of the present one. In 1950 the

Board had a chairman, chosen by the Government and a member of the Civil Service, and four members—two representatives of employees and two of employers. This was a truly representative Board, he said, and the government member had a clearly defined role: that of a moderator and arbiter of bilateral discussions between management and labour, with power to give leadership and to express his view of the public interest. But control lay with the representatives of the parties, since a majority decision was impossible without them.

Today the Board has a chairman, a vice-chairman and four deputy vice-chairmen, or a total of six government members. This exactly balanced the three employee members and the three employer members. It was possible, the speaker showed, that with the casting vote of the chairman, the government members on the Board could outvote all the others, although he did not claim that this power had been used. This "very real and significant change in the character of the Board," however, made increasing government intervention possible.

In collective bargaining, the intervention could range from none at all to complete wage fixing by government, with the intermediate steps being voluntary mediation, compulsory conciliation, and then compulsory arbitration. Already in Ontario, conciliation is compulsory and no strike or lockout is legal until the settlement process is complete, Mr. Young noted.

He asked whether a strong pronouncement on wage policy, as had been made by the Kennedy Administration in the United States, was compatible with free collective bargaining, free trade unions and free enterprise. Economic planning in some other countries also seemed to involve government intervention, he noted. The long-range implications of these developments should be considered, the speaker advised.

With regard to policy on enforcement of sanctions and penalties for violations of labour relations law, the pattern was mixed, suggested Mr. Young. So far, the Government had not actively intervened in the proscution of unfair labour practice charges as was the case in the United States, for example.

There existed a high degree of government intervention, however, in other respects—effective control of all enforcement of the Ontario legislation was tightly concentrated in the Labour Relations Board. There had been cases where the Board had tacitly admitted that an offence had occurred, but had refused consent to prosecute on the grounds that no useful purpose would be served. "The Legislature has created offences, has specified penalties to be applicable on conviction, but has interposed a step that can prevent cases ever reaching trial.

"Enforcement powers beyond those possessed by any court in the land have been created and vested in the Labour Relations Board—which can be seen to be moving in a direction which implies greater scope for direct government intervention," Mr. Young asserted.

What is the result? Are the rights of the individual, the union or the company better served by this massive intervention? Are the courts so ineffective that they cannot handle labour-management problems in the enforcement field? Are the rules of evidence inappropriate in strike, lockout, intimidation or interference cases? If you say yes, you must favour the system now in use. If you say no, you must question the system.

The administrative tribunal has been the principal means of government intervention in labour-management relations, he pointed out. But where does the administrative tribunal fit into the changed picture, in which the emphasis now at the Labour Relations Board stage was not on the practical aspects of definition of bargaining units but on the highly technical questions of rights and obligations, with the attendant problems of the rules of evidence, proof, statutory construction and so on. This, according to Mr. Young, involved purely judicial decisions that should be dealt with in the courts instead.

In the speaker's view, it was anomalous that under the County Courts Act, County Court judges, with their background and experience, could not hear suits involving more than $3,000, whereas the Board could hear reinstatement cases "with absolutely no limit on the liability involved."

In the purely administrative areas it is probably desirable that there be finality to proceedings and some restriction on the right of review and appeal—but to apply the same restrictions to the judicial functions serves only to compound the risk that substantial injustices may be done . . .

There has been a total failure to distinguish between the administrative and the judicial functions and a failure to assess the ability of the administrative tribunal to handle the many diverse functions that have been thrust upon it . . . I think substantial possibilities for error and injustice exist as a result of the allocation to the Board and not to the courts of the judicial functions which now occupy so much of the Board's time.

Although labour-management relations are complex, shifting, emotional and fragile, the statute and administrative mechanism had hardly changed in 20 years. The result had been frustration and a degree of perversion.

The law had to start with the certification procedure: twenty years ago the problem was union recognition. But what improvement has there been in 20 years? The only real innovation, the pre-hearing vote, in his view had not contributed anything, because simple problems were already easily handled while the difficult ones were made more complicated still. "A worthwhile, necessary procedure has come full circle, from being a useful solution to a harmful device in its present form."

The whole process of certification needs to be changed, Mr. Young said, and suggested the following:

1. Devise and define in the Act, for all to see and understand, a simple, reasonable standard for evidence of union membership.
2. Devise and define a simple convenient procedure for collecting the necessary information on the position of the parties with respect to the bargaining unit, numbers of eligible employees, etc. In this respect only, the pre-hearing vote procedure produced valuable experience.
3. Schedule hearings only when requested.
4. Direct a vote in every case.

Such a system would eliminate half the time and work now required, and would remove most causes of complaint from both unions and companies, he believed.

Government intervention in collective bargaining provided another example.

Apart altogether from the jockeying for position which goes on before and at the time of the application for conciliation services, the whole tenor of bargaining has been affected by the knowledge that weeks or months will go by and that two levels of the service—and sometimes an unofficial third—will come into the process. You may disapprove George Burt's methods, but his message was clear: leave us alone to get our business of bargaining done.

Statistics show a high percentage of settlements through conciliation. But all bargaining is not alike, he pointed out; "first agreements, key industry agreements, and others, may well need and profit from expert conciliation services." And it is the knowledge that every agreement must wend its way through conciliation that has produced the bad results. We should look at this question seriously, and soon, "if we are to preserve the needed vitality and honesty in our bargaining," Mr. Young said.

Speaking further on the effect of government intervention in the field of enforcement, the speaker asserted that the present system failed to meet three important criteria: it was not fast acting, thereby losing effect on current conduct; results were not reasonably predictable—there was no certainty that offences will be punished and permissible conduct approved; and the system did not command respect.

As an example of slowness in the machinery provided, he quoted the requirement that the Board must first give its consent before a prosecution could be instituted in Magistrate's Court, with its attendant delays. He suggested elimination of the entire consent to prosecute procedure.

In conclusion, Mr. Young repeated that his objective had been to sell the idea that we must think and talk a lot more than we have done about government intervention in labour-management relations.

The Portable Pension Experiment

A description of the portable pensions bill recently introduced in the Ontario Legislature. "The first time a province has legislated on the amount and form of pension benefits in private plans," Toronto Personnel Association is told

"This is the first time that any province has legislated on the amount and form of pension benefits in private plans. I believe that this is a new development not only for the North American continent, but the world . . . It is indeed a bold experiment."

These statements on the Ontario "portable pensions" bill were made by Laurence E. Coward, Vice-President and Director, William M. Mercer Limited, in an address, "The Portable Pension Experiment," to the 21st Annual Spring Conference of The Personnel Association of Toronto.

The bill provides that all employers with 15 or more full time employees in Ontario must provide pension benefits after January 1, 1965 for service after age 30; applicable employers who have pension plans in force must file an information return by January 1, 1964; the program comprises both a standard pension plan in which all benefits are vested absolutely, and a supplementary plan; all employee contributions under the standard plan are "locked in" and cannot be refunded except on death; vested benefits of an employee may be transferred to a

new employer's plan, or be held or transferred in a number of additional ways; and the compulsory standard plan provides a choice from three different pension settlements.

Mr. Coward first traced the history of this proposed legislation. A year ago, first reading had been given in the Ontario Legislature to Bill 165. This bill had been designed for study and discussion of portable pensions rather than for enactment.

A new and revised version was introduced on March 19 this year, in Bill 110, entitled "An Act to provide for the extension, improvement and solvency of pension plans and for the portability of pension benefits." Briefly, said Mr. Coward, the Act would compel employers to establish and maintain pension plans up to minimum standards. It would also require that vested rights in both the minimum and any supplementary pension benefits be granted to workers who leave their jobs.

Outlining the conditions that led to the portable pensions bill, the speaker stated that social changes had made employees much more dependent on pensions after retirement. Workers had continually moved from farm to factory, resulting in greater dependence on cash income, and from small business to large corporation. The longer life span was also contributing to pension requirements after retirement, Mr. Coward pointed out, and government tax relief had encouraged private pension plans.

A Major Problem

There was, however, a major problem, he stated, "which had been accurately identified in an article* in the LABOUR GAZETTE of January 1955:

> Until such time as pension credits are automatically transferred from one job to any other job, an area of conflict will exist between the employer's desire to retain skilled employees, by formulating the vesting provisions of his pension plan so as to make a shift in employment disadvantageous to such employees, and the employees' desire for liberal vesting provisions, so that a change of jobs would not entail a loss of pension credits.

He said he doubted that there would have been a portable pension bill, or at least not so soon, if the Canadian Government had not withdrawn its Blue Booklet on pension plans. The Booklet had indicated "how the Minister intended to use his discretion under the Income Tax Act." Included was a requirement that pensions must be vested when the employee attained age 50, subject to a minimum period of service or participation of 20 years. Thus pension plans would not qualify for income tax relief unless they provided vested pensions under these conditions.

The Canadian Government had not been concerned with portability as such, but the rule had been adopted largely to prevent a man from being unjustly deprived of his pension by being discharged shortly before he was due to retire, noted Mr. Coward. Pension plans collectively bargained had been held to be satisfactory to both workers and management, and in addition, pensions were under provincial jurisdiction. As a result, the Canadian Government had withdrawn nearly all its pension fund rules four years ago—"a remarkable action at a time of great expansion and diversification of pension plans."

Other factors leading to the pension legislation were the attention being given to proposals for a contributory nation-wide pension plan, and the introduction by the CCF party of two portable pension bills in the Ontario Legislature during 1960. These bills would have provided for immediate full vesting of all contributions, both employer and employee, but did not go as far as the present bill as they did not include minimum pensions and compulsory plans.

In 1960, Premier Frost of Ontario established the Ontario Committee on Portable Pensions (L.G. 1961, p. 1018) and mentioned these three defects of private plans: many workers would not receive a pension related to their earnings, and some would become a burden on Old Age Assistance, half paid for by the province; loss of pension rights on change of employment restricted the mobility of labour; and employers with pension plans were often reluctant to engage older workers. The Committee had studied the problems, and three years later, the present proposals had resulted.

Main provisions of the present bill are:

Compulsory Minimum Pensions

All employers with 15 or more full-time employees in the Province of Ontario must provide pension benefits after January 1, 1965 for service after attainment of age 30. Full-time employees are defined as those who work an average work-week of 20 hours or more for a continuous period of not less than six months in any twelve months.

The mandatory pension that must be granted is any one of three minimum levels prescribed by the Bill, or the actuarial equivalent thereof. The three alternative "standard plans" provide single life pensions commencing at age 70, as follows:

*The article, on page 30 of the January 1955 number, was the third in a series of four based on a study of pension plans in effect in the larger Canadian establishments. The others in the series appeared in the April and September 1954 and the July 1955 numbers.

1. A monthly pension of ½ of 1 per cent of the employee's first $400 of monthly earnings for each year of eligible employment; or

2. A monthly pension provided by the accumulated contributions, with interest at 4 per cent per annum, resulting from applying the following percentages on the first $400 of the employee's monthly earnings:

From age 30 through age 44 ....1½%
From age 45 through age 54 ..... 2%
From age 55 to retirement 3%

3. A monthly pension of $2.00 for each year of eligible employment.

In those cases where the employee retires prior to age 70, the pension benefit can be reduced to the actuarial equivalent amount.

The Bill places the responsibility on the employer to provide the standard plan benefits, but permits him to reduce his cost by requiring contributions by the employees. The maximum employee contribution is one half the calculated cost of providing the benefits when averaged over all employees, with some modifications in the case of "money purchase" plans.

The Bill requires that every pension plan (even for non-mandatory groups) meet certain requirements of solvency which will be governed by regulation. Existing plans will require a certificate at January 1, 1965 as to solvency, showing the amount of any unfunded liability. Any such liability must be paid off with interest over a period not in excess of 25 years. The current service cost of all benefits provided after January 1, 1965 must be paid currently. All plans will be required to file annual financial reports after January 1, 1965, with actuarial valuations, where appropriate, at least every fifth year.

Vesting and Portability

The Act provides for preservation of the pensions of terminating employees in two stages. It defines a Standard Pension Plan with specified minimum benefits. A Supplementary Plan is anything in excess of the Standard. All benefits under the Standard Plan are vested immediately and absolutely; however, the Standard Plan benefits relate only to years after 1964 and to service over age 30. Also all employee contributions toward Standard benefits are "locked in" and cannot be refunded except on death.

The Supplementary benefits for years after 1964 are vested when the employee has attained age 45 and completed 10 years of service with the employer. Employees' required contributions made after 1964 for Supplementary benefits are locked in when entitlement to vesting occurs. Commutation into cash of 25 per cent of a vested supplementary pension is allowed, however, if the pension plan so provides. Moreover, voluntary additional contributions are not locked in.

Vested benefits may be provided for the employee in a number of ways—by cold storage in the old employer's plan, by transfer to a new employer's plan, by purchase from an underwriter or by transfer to a retirement savings plan or to a Central Pension Agency. So long as the pension is not forfeited or commuted, great flexibility is allowed in the means of providing it.

The Act would not require any retroactive changes, Mr. Coward pointed out.

In order to achieve the bill's aims—in Premier Robarts' words, "to make future pension arrangements more certain, more just and more widespread"—both employers and employees would have to make sacrifices. For example, employees will no longer, as in the past, be able to choose a cash refund of their pension contribution upon leaving an employer.

With a low limit of 15 employees, several thousand new plans will be set up, and with a low level of mandatory benefits, practically all existing plans can continue without changing the general level of benefits. "There is little chance that the minimum under the Act will in practice become the maximum," he said.

Problems

After mentioning several criticisms from employers, Mr. Coward granted that the criticisms had some merit but "the problems that the Act is designed to ameliorate are very real, too." Among the problems were vesting, incomes of the retired, coverage, and supervision.

As to vesting, 60 per cent of pension plan members have to wait 20 or more years to get any vesting on termination; only 30 per cent have vesting after 10 years or less. "This is simply not good enough, and the trend to improved vesting is very slow."

As to incomes of the retired, only one in eight of the population over age 70 has enough to pay any income tax. In 1962, of the 1,300,000 persons over age 65, only 400,000 received any pension or annuity income, excluding old age security payments, and the average pension income was $70 a month. Of the 100,000 persons who reached 65 in 1960, only 19,000 retired on pension under all Canadian pension plans.

As to coverage, only 2 million persons out of an industrial work force of 4½ million are members of pension plans. "The need for strengthening and extension of pension plans is obvious."

As to supervision, "it is asking for trouble to leave the pension business entirely unsupervised. Two million Canadians have eight billion dollars of their savings in one type or another of pension plan." There has been no serious abuse concerning these vast accumulations of money, but the Act will safeguard the public interest by regulating pension plans and requiring regular financial reports.

In addition, the Act will replace the old vesting rule of the Income Tax Department. "The old rule required vesting at age 50

subject to 20 years participation, and this vesting is being strengthened to age 45 after 10 years employment."

Vesting, supervision and solvency of all plans is the prime purpose of the Act, Mr. Coward reminded the meeting.

He then asserted that:

The Pension Benefits Act represents the final victory of the concept that pensions are deferred pay over the idea that pensions are rewards in recognition of long and faithful service . . . . In future, pensions will be deferred pay contingent only on living to retirement age, not contingent on staying with one employer or on giving up the right to a cash sum.

Mr. Coward listed the amendments that are likely to be required in pension plans already in force to ensure coverage of all employees, minimum benefits, vesting, looking-in of employee contributions, standards of solvency, and availability of information to employees.

In conclusion Mr. Coward said:

This Act is an original experiment in social welfare legislation. The Ontario government has been feeling its way onto new ground, moving rather cautiously and welcoming discussion and comment from all quarters. A great many modifications have already been made in the Act, as a result of comment and criticism. We must expect the regulations and perhaps even the Act itself to be revised as experience is gained. We must, I think, expect the minimum pension to be raised, the age of 70 to be lowered, the size of mandatory groups reduced below 15.

Portable pensions touch us all closely and raise a number of emotion-charged and controversial issues. Some of you may regard this legislation as sound progress toward a fairer, securer and happier lot for our senior citizens; some of you may regard it as reckless wandering down the primrose path to a socialistic welfare state . . . . It is very easy to pick out for criticism particular details of the Act, but it is much harder to suggest a constructive alternative that would even begin to solve the very real problems that face us in the pension area.

Whether you approve of portable pensions or not, you will probably have to live with them until they are taken for granted like Unemployment Insurance and Workmen's Compensation. The Pension Benefits Act assures the worker of something he feels he is entitled to, and does it without calling for taxes to support a rigid government plan . . . . Portable pension legislation has gained such public support and political glamour that its enactment in Ontario and in other provinces seems certain.

Industrial Fatalities in Canada, 1962

Fatalities decrease slightly in 1962, to 1,061 from 1,086 in 1961. Fatality rate (fatalities per 10,000 workers) drops from 1.8 in 1961 to 1.7 in 1962

Industrial fatalities in Canada during 1962 numbered 1,061, according to the latest reports received by the Department of Labour.* The revised total for 1961 was 1,086.

The preliminary total of industrial injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards of the ten provinces was 575,007. The final total for 1961 was 539,092.

The preliminary fatality rate (number of fatalities per 10,000 workers) was 1.7 in 1962, compared with a revised rate of 1.8 in 1961.

The accidents recorded are those that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. Also included are deaths from industrial diseases reported by the provincial Workmen's Compensation Boards.

Of the 1,061 fatalities last year, 919 were reported by the provincial Workmen's Compensation Boards and the Board of Transport Commissioners; information on the remaining 142 was obtained from other sources. The industrial distribution of these 142 fatalities was: agriculture 59, logging 7, fishing and trapping 8, mining 10, manufacturing 15, construction 10, public utilities 6, transportation, storage and communications 20, trade 1, finance 0, service 6.

Quarterly reviews of industrial fatalities were published in the July 1962 issue, p. 824; October 1962 issue, p. 1117; January 1963, p. 33; and April 1963, p. 286.

Fatality Rate

Fatality rates for the past four years (the rate for 1962 is preliminary) were:

Year	Persons With Jobs (000)	Fatalities	Rate
1959	5,856	1,326	2.3
1960	5,955	1,134	1.9
1961	6,049	1,086	1.8
1962	6,217	1,061	1.7

Preliminary fatality rates by industry for 1962 were as follows (figures for 1961 in parentheses): agriculture 0.9 (1.0); logging 15.5 (11.5); fishing and trapping 5.2 (22.2); mining and quarrying 18.0 (17.1); manufacturing 1.2 (1.2); construction 4.4 (5.9);

**See* Tables H-1 to H-5, pages 443-451.

Annual statistics on industrial fatalities are compiled by the Collective Bargaining Section of the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.

public utilities 5.5 (4.7); transportation, storage and communications 3.4 (3.5); trade 0.5 (0.5); finance 0.4 (0.4); service 0.6 (0.6).

Multi-Fatality Accidents

During 1962 there were 10 industrial accidents that in each case caused the deaths of three or more persons. The worst of these caused the deaths of nine employees of a logging company; they were trapped and killed on May 23 in an avalanche caused by dynamite explosions set to break a log jam. This accident occurred on the banks of the Toulnustouc River near Baie Comeau, Que.

One accident cost the lives of eight employees of a pipeline company; they died on January 16 in the explosion of a line that was being purged by a test crew. This accident occurred 45 miles north of Edson, Alta.

One accident resulted in seven industrial fatalities. On July 22, seven crew members of a Canadian airline company were killed when an aircraft out of Vancouver, B.C., crashed and burned while attempting to land at Honolulu International Airport.

One accident brought death to four employees, drowned on September 6 when a fish packer vessel sank in the Gulf of Georgia in British Columbia.

Six accidents each resulted in three industrial fatalities. Three men were drowned near Levis, Que., on May 16 when a schooner hardly out of port disappeared beneath the water. On May 29, three water utility employees died from carbon monoxide gas while preparing a sump hole prior to the installation of a new pump on Big Indian Lake, N.S. Three public utilities employees working in an underground splicing room in Montreal, Que., died on June 8 from burns shortly after a fire and explosion. On November 7, three men were killed when two trucks collided near St. Nicholas, 15 miles southwest of Quebec, Que. On November 8, three men died of asphyxiation in a refinery tower at Port Credit, Ont., while unloading drums of catalyst pellets. On December 26, three men died of exposure in freezing temperatures after the Newfoundland coastal schooner, *Mary Wescombe,* which had departed from Fortune, Nfld., ran aground at Cape Coupe at the southern tip of Little Miquelon Island.

By Type of Accident

An analysis of the causes of the 1,061 fatalities that occurred during the year shows that 282 were the result of being "struck by tools, machinery, moving vehicles and other objects." Within this group, the largest number of fatalities (60) was caused by falling trees or limbs. Landslides or cave-ins caused 54; materials falling from stockpiles and loads, 40; trains or other railway vehicles, 17; and miscellaneous accidents of this type, 19.

In 1961, deaths listed in the "struck by" group numbered 275. Of these, 56 were caused by falling trees or limbs, 31 by landslides or cave-ins, 27 by automobiles or trucks, 25 by materials falling from stockpiles and loads, and 21 by trains or other railway vehicles.

Accidents that involved "collisions, derailments, wrecks, etc." were responsible for 229 deaths. During 1961, there were 193 deaths from this cause.

The 229 deaths in this group in 1962 included 145 involving automobiles and trucks, 35 involving tractors, loadmobiles, etc., and 22 involving aircraft. Included in the 1961 total of 193 were 110 involving automobiles and trucks, 38 involving aircraft, and 28 involving tractors, loadmobiles, etc.

In the classification "falls and slips," 211 fatalities were recorded. Of these, 195 were the result of falls to different levels. Within this group, 51 fatalities were caused by falls into rivers, lakes, sea or harbours, 22 by falls from scaffolds and stagings, and 18 each by falls into shafts, pits, excavations, etc., and by miscellaneous falls.

(*Continued on page 415*)

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a) (000)	April	6,559	+ 0.7	+ 1.0
Employed (000)	April	6,097	+ 2.2	+ 1.5
Agriculture (000)	April	610	+ 9.7	− 2.7
Non-agriculture (000)	April	5,487	+ 1.5	+ 2.0
Paid workers (000)	April	4,983	+ 1.4	+ 2.1
At work 35 hours or more (000)	April	4,710	− 7.3	+47.8
At work less than 35 hours (000)	April	1,090	+57.5	−58.9
Employed but not at work (000)	April	297	+54.7	+74.7
Unemployed (000)	April	462	−15.9	− 4.8
Atlantic (000)	April	82	− 7.9	−10.9
Quebec (000)	April	182	− 9.5	+ 6.4
Ontario (000)	April	108	−21.7	− 4.4
Prairie (000)	April	50	−28.6	−25.4
Pacific (000)	April	40	−21.6	− 4.8
Without work and seeking work (000)	April	440	−13.9	− 3.7
On temporary layoff up to 30 days (000)	April	22	−42.1	−21.4
Industrial employment (1949=100)	February	117.3	− 0.4	+ 2.3
Manufacturing employment (1949=100)	February	112.1	+ 0.4	+ 2.9
Immigration	Year 1962	74,586	—	+ 4.0
Destined to the labour force	Year 1962	36,748	—	+ 5.6
Strikes and Lockouts				
Strikes and lockouts	April	42	+31.3	+ 5.0
No. of workers involved	April	8,562	+64.4	−30.6
Duration in man days	April	47,180	+38.4	−67.0
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	February	$82.77	+ 1.0	+ 3.2
Average hourly earnings (mfg.)	February	$ 1.93	+ 0.5	+ 3.8
Average hours worked per week (mfg.)	February	40.7	0.0	− 0.3
Average weekly wages (mfg.)	February	$78.44	+ 0.2	+ 3.2
Consumer price index (1949=100)	April	132.3	+ 0.2	+ 1.5
Index numbers of weekly wages in 1949 dollars (1949=100)	February	142.3	+ 0.3	+ 1.4
Total labour income $000,000	February	1,699	− 0.1	+ 6.5
Industrial Production				
Total (average 1949=100)	March	192.4	+ 0.7	+ 5.5
Manufacturing	March	169.7	+ 1.8	+ 6.0
Durables	March	171.2	+ 0.2	+ 7.1
Non-durables	March	168.3	+ 3.1	+ 5.0

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

EMPLOYMENT REVIEW

Employment and Unemployment, April*

Employment increased and unemployment declined somewhat more than seasonally between March and April. Employment rose by an estimated 134,000 to 6,097,000 and unemployment declined by 87,000 to 462,000.

Unemployment in April represented 7.0 per cent of the labour force, compared with 7.5 per cent in April 1962 and 9.7 per cent in April 1961. In March this year it was 8.4 per cent.

The estimated labour force of 6,559,000 in April was 67,000 higher than a year earlier. Employment was 90,000 higher and unemployment was 23,000 lower than in April 1962.

Employment

A seasonal expansion of farming activity occurred during the month. Agriculture accounted for 54,000 or about two-fifths of the March-to-April employment gain.

Non-farm employment showed a somewhat larger increase than is customary at this time of the year.

Aside from seasonal influences, employment for men has strengthened steadily since the beginning of the year, reflecting an improvement in goods-producing industries. Reduced growth in some of the service-producing industries resulted in fewer new jobs for women. Employment for men increased by 76,000 over the year but employment of women by only 14,000.

Non-farm employment was up over April 1962 by 107,000, or 2.0 per cent. Industry detail that is available indicates the largest year-to-year gains were in construction, manufacturing and transportation. In all other non-farm industries, employment was either unchanged or only slightly higher than in the previous year. Noteworthy was the lack of growth in government and community services.

In comparison with last year, four of the five regions showed increases, with half of the gain taking place in Ontario. Employment in the Prairie Provinces increased more than seasonally during the month. There was little change in employment over the year in the Atlantic region.

Unemployment

Unemployment decreased by 87,000 between March and April, a somewhat larger than average decline for this period. The April unemployment estimate of 462,000 was 23,000 lower than a year earlier. All of the reduction was in male unemployment.

Of the unemployed in April, 403,000 were men; 228,000 were married men. An estimated 78,000, or 17 per cent of the total, were teenagers. This was a considerably higher percentage than their proportion in the labour force.

Some 230,000 persons, or about half of the total, had been unemployed for three months or less. An estimated 156,000 had been seeking work for from four to six months and 76,000 for seven months or more.

Unemployment rates were lower than last year in all regions except Quebec, which showed a slight increase.

* *See* Tables A-1 to A-3, pages 421 and 422.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	April 1963	April 1962	April 1963	April 1962	April 1963	April 1962	April 1963	April 1962
Metropolitan	6	6	6	6	.....	.....	.....	.....
Major Industrial	13	14	10	11	3	1	.....	.....
Major Agricultural	5	5	9	9	.....	.....	.....	.....
Minor	29	29	20	20	9	9	.....	.....
Total	53	54	45	46	12	10	.....	.....

CLASSIFICATION OF LABOUR MARKET AREAS—APRIL

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Quebec-Levis St. John's Vancouver-New Westminster Winnipeg	Halifax Hamilton →MONTREAL →OTTAWA-HULL Toronto →WINDSOR		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Fort William-Port Arthur Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or SAINT JOHN ← Shawinigan Sherbrooke Sydney TIMMINS-KIRKLAND LAKE ← Trois Rivieres	Brantford →CORNWALL →FARNHAM-GRANBY Kingston →NIAGARA PENINSULA Oshawa →PETERBOROUGH Sarnia Sudbury Victoria	→GUELPH →KITCHENER →LONDON	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Charlottetown Red Deer Riviere du Loup Thetford-Lac Megantic-Ville St. Georges Yorkton	Barrie Brandon Chatham →LETHBRIDGE Moose Jaw North Battleford →PRINCE ALBERT Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Cranbrook Dauphin Dawson Creek Edmundston Fredericton Gaspe Grand Falls Kentville Montmagny Newcastle Okanagan Valley Pembroke Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Jean St. Stephen Summerside Truro Valleyfield Woodstock, N.B. Yarmouth	Belleville-Trenton Brampton Central Vancouver Island Chilliwack Drumheller →DRUMMONDVILLE Kamloops →LACHUTE-STE. THERESE →LINDSAY Medicine Hat →NORTH BAY →OWEN SOUND →PORTAGE LA PRAIRIE St. Hyacinthe →SAULT STE. MARIE →SIMCOE →SOREL Trail-Nelson →VICTORIAVILLE Weyburn	→GALT →GODERICH Kitimat →LISTOWEL →ST. THOMAS Stratford →SWIFT CURRENT →WALKERTON Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 215, March issue.

Report of Sheltered Employment Conference

Report of last October's Canadian Conference on Sheltered Employment has now been published. Three-day meeting attended by approximately 150 participants

The report of the Canadian Conference on Sheltered Employment, held last October, has just been published. In the words of Dr. Keith Armstrong, Executive Director of the Canadian Rehabilitation Council for the Disabled, which sponsored the project, the conference was called "because of the increasing concern of those of us who are working in the field of rehabilitation for those whose disability—whether physical, mental or emotional—is such that they are unable to compete readily on the open labour market . . .

"Our task is to find the answers to four questions. First, who are the severely disabled? What is the extent of our responsibility? What are their basic needs and, finally can we define broad fundamental principles on which services to these persons can be developed."

Some 150 persons representing government and voluntary agencies devoted three days of concentrated study and discussion in an endeavour to find answers to these questions. This report records the addresses that were delivered and questions that were discussed by the study groups, and recommendations for action resulting from their deliberations.

Discussion centred round the needs of special interest groups, particularly those residing in small population centres, and whether these needs can best be met in one sheltered workshop program or whether it was advisable to have specialized programs for each. The needs for an effective public relations program and the importance of good relations with employer and labour groups were explored.

Among the resolutions adopted by the Conference was one calling upon the Canadian Rehabilitation Council for the Disabled to sponsor a conference, to be held within the next two years, on the employment of the handicapped.

Included in the report is a summary of the conclusions of the 1959 European Seminar on Sheltered Employment. This was prepared by A. E. R. Bruce, O.B.E., Principal of Queen Elizabeth Training College and Secretary of the Dorincourt Estates in England for distribution at the Conference. Mr. Bruce, who was to have attended, died the month before the Conference.

It is hoped that this report will help to clarify the role of voluntary agencies, who have pioneered in the field of sheltered workshops, and government agencies in the development of those services necessary to an effective rehabilitation program.

A report from a special committee of the National Advisory Council on Rehabilitation of the Disabled who participated in the Conference will be given at a meeting of the Council in Ottawa this month. The Council hopes to be able to recommend appropriate action in regard to sheltered employment programs in Canada.

K. Vernon Banta Retires

Just one month short of 43 years in state and federal service in the United States, K. Vernon Banta, Deputy Executive Secretary of the President's Committee on Employment of the Handicapped, retired on April 1. He pioneered much of the work of this committee and has contributed a great deal to work for the handicapped, in the process earning for himself the title, "Father of Selective Placement."

He has received many honours for his work in rehabilitation, including the Faulkes award of the National Rehabilitation Association. He has also been given the Labor Department's Distinguished Service Award. Mr. Banta has visited Canada frequently and is well known to all engaged in rehabilitation and special placement work.

Marina Creations Opens Store

Marina Creations, which since 1955 has been providing opportunity to homebound handicapped individuals to make and sell articles, has opened its own store in Toronto. This will make it possible to expand the program and give opportunity for more homebound workers to participate.

Saskatchewan Ninth to Sign Agreement

The Government of Saskatchewan has signed an agreement with the federal Government under the terms of the Vocational Rehabilitation of Disabled Persons Act whereby the federal Government shares with the Province in the development of a comprehensive vocational rehabilitation program. This brings to nine the number of provinces that have signed agreements under this new legislation for disabled persons.

Don't Judge Man's Worth by Date of Birth

Department issues pamphlet appealing for elimination of age barriers in hiring, pointing out that employers will have to depend for much of their manpower on older and younger segments of labour force, growing while "in-betweens" are not

The back cover of this issue duplicates, in a different colour, the cover of a new pamphlet by the Department: "Don't Judge a Man's Worth by His Date of Birth". The cover of the pamphlet itself is a copy of an outdoor billboard that has appeared across the country.

The brochure states that a nation's most valuable asset is its human resources. It explains that the continued growth and prosperity of any country depends to a large extent on whether industry makes the best use of available manpower.

Canada's population has aged during the first half of this century, the pamphlet points out. From 1901 to 1956, the average age of the population increased from 27 to 31. This trend has had its effect upon Canadas' labour force: more than one third of the working population are aged 40 or over. This older segment is expected to continue to increase.

Young people, too, are entering the labour market in increasing numbers as a result of the high birth rates of the last 15 to 20 years. Because of low birth rates in the 1930's, the "in-between" age group from 30 to 40 will be proportionately smaller.

These changes mean that employers will have to depend for a considerable part of their manpower requirements upon the older and younger age groups.

The brochure describes the importance to a company of maintaining an age balance in its work force and explains that doing this constitutes an important part of manpower planning. It reminds employers that good manpower planning can increase both production and profits.

Many Canadian companies have been able to reduce the effects of automation and technological changes on their employees because of an age balance in their work forces. The pamphlet explains that efficient operation can result from the blending of the strength and agility of youth with the experience and judgment of mature workers.

The adoption of a realistic hiring policy based on the practice of hiring according to ability, not age, can bring about a proper age balance. The adoption of such a policy can be the first step in effective manpower planning, the pamphlet states.

Such a policy recognizes that there is no relationship between age and whether or not a person is a good employment risk. A worker's qualifications and personal suitability are two of the main factors upon which an assessment of ability can be made.

The point is stressed that all workers, regardless of age, have special qualities that can be useful to employers. Desirable attributes are found in all age groups and depend largely upon the personal characteristics of the individual.

The brochure emphasizes the importance of hiring young people; youth must have the opportunity to gain experience and maturity. Young people can offer speed, physical strength, agility, ambition and vigour. These qualities are essential to many jobs.

Older workers can generally offer mature judgment, knowledge gained from experience, stability, low turnover, low absenteeism and accident rates—qualities that can reduce costs and are essential to the success of any enterprise.

The new pamphlet contains charts and a table dealing with labour turnover, absenteeism and accidents. In all three areas the mature worker compares favourably with any age group.

Attention is drawn to the 200 local offices of the National Employment Service across Canada and the service they can supply to employers by helping them to select suitable employees. It is suggested that employers let NES help in their manpower planning.

Training is mentioned as part of manpower planning. Upgrading the skills and knowledge of a company's employees is asserted to be of utmost importance in this age of rapid technological change. Many employers encourage mature workers to increase their skills and knowledge through in-plant training, night courses and attendance at full time courses.

Brief reference is made to pension plans and their effects on the hiring of older workers. In many cases, it is a company's employment policy rather than the pension plan which stands in the way of hiring older workers, says the pamphlet.

The brochure concludes with a short description of the functions of the Labour Department's Division on Older Workers, from which information concerning older workers may be obtained.

Careers for Women in Mathematics

Although they encounter more obstacles to success than men do, women often find successful and satisfying careers in mathematics.* Because careers in this field are comparatively rare for women, young women gifted in mathematics may expect their progress to be impeded to some extent unless they hold high qualifications. A woman returning to a career in mathematics after an absence of several years may find it difficult to catch up with new developments. Most occupations that require training in mathematics are expanding rapidly, however, and openings of special interest to women are varied.

The term "mathematician" is usually reserved for those who have taken postgraduate university studies in mathematics and who are engaged in research or university teaching. Engineers and those engaged in the physical sciences need preparation in higher mathematics, too, but this article is confined to those whose basic preparation is the study of mathematics at the post high school level. Among them are teachers of mathematics, statisticians, actuaries, accountants and auditors, and occupations in the computing field.

Proportion of women in mathematics—Some idea of the number of women in mathematical occupations may be gained from the Technical Personnel Register of the Department of Labour. At January 1963, they comprised 9 per cent of those listed in the Register who were engaged in the field of mathematics. The 1961 census information on the labour force, which includes figures for the number of men and women in several occupations requiring training in mathematics, indicates that of 30,670 accountants and auditors, 5 per cent were women; of 784 computer programmers, 14 per cent were women, and 2,909 actuaries and statisticians, 14 per cent were women.

Teaching—Surveys by the Department of Labour show that the proportion of men and women trained in mathematics who were engaged in teaching increased from 50 per cent in 1954 to 66 per cent in 1960. Two thirds of this group and more than 90 per cent of the women are employed in high schools. The other third are engaged in university teaching but few women are qualified to teach at this level.

Most high school teachers give instruction in more than one subject. Therefore teaching vacancies can often be filled only by persons proficient in several related fields. Since mathematics teaching is usually combined with that of the physical sciences, the woman who plans to teach high school mathematics will have wider opportunity if she is also able to teach science, particularly physics or chemistry.

To qualify as a teacher of mathematics in a high school a person generally must have a bachelor's degree with an additional year of professional teacher training. For university teaching of mathematics, an honour or master's degree is the minimum educational qualification. Further information is available from the Canadian Teachers' Federation, 444 Maclaren Street, Ottawa.

Statisticians—Since a statistician may deal with the collection and analysis of social, economic or scientific data, a woman who is most likely to be successful is one who has qualifications in more than one subject. She could study economics, taking courses in statistics as well, or, if more interested in the theoretical side, concentrate on mathematics.

Opportunities for statisticians occur in business, industry, universities and research organizations. Most government departments at both the federal and provincial levels have at least a small statistical unit.

Most statisticians employed by the federal Government work in the Dominion Bureau of Statistics.*

Actuaries—The actuarial profession is another field of employment that is expanding, in part because of the increase in pension and retirement plans.

To be successful as an actuary a person must have not only a definite liking for mathematics but also a mind capable of analysing statistics with a view to determining to what extent they can be relied upon and how they can be applied in particular situations. The actuary must also have the necessary breadth of outlook to deal with practical problems of an economic, financial and administrative character.

Most persons planning an actuarial career enter the service of a life insurance company, where their principal job consists of calculating the premiums the com-

*A bibliography on this subject is available on request from the Women's Bureau, Department of Labour, Ottawa 4.

*Information about careers in the federal Civil Service may be obtained from the Civil Service Commission, Ottawa.

pany must charge and preparing the tables of death rates upon which such calculations are based.

There is also demand for actuaries outside of life insurance companies, in firms of consulting actuaries, in industry generally and in government departments. The federal Government, for example, employs actuarial assistants and junior examiners of insurance companies in the Department of Insurance.*

A university education with specialized training in mathematics will prove of great benefit to any student desiring to enter the actuarial profession, although university training is not a necessary requirement to qualify as an actuary. Qualification in the profession is obtained by passing a number of examinations required for membership in the Society of Actuaries. Information about these examinations may be obtained from the Canadian Association of Actuaries, 302 Bay Street, Toronto.

Chartered Accountants—A Chartered Accountant practices accounting at the professional level and is concerned primarily with auditing (i.e., verifying records prepared by others), preparing taxation returns, developing accounting systems and office routines, and advising on various matters such as the purchase and sale of businesses. Some members of the profession practice on their own perhaps assisted by one or two students. Most, however, are partners in, or are employed by firms of accountants who practise as Chartered Accountants. Others take positions in business and government.

An aptitude for figures is essential for the practice of accountancy but a high standard in mathematics is not required.

The minimum educational requirement for entry into the profession varies with the different provinces. Secondary school honour graduation diploma is the most usual minimum and the educational requirements are being raised from time to time. For this reason a high school graduate contemplating accountancy as a career should consider taking training at a university or technological institute. To be successful in the profession a student should also have the ability to work in a team with others.

Before the war, there were probably no more than half a dozen women in Canada who were entitled to be called Chartered Accountants. Since then a few women have entered the profession and one or two are admitted to membership each year.

To become a Chartered Accountant it is first necessary to be employed by a practising firm of Chartered Accountants and serve for a period of from three to five years as a student-in-accounts. During this period the student will study in his spare time either through a correspondence course or university classes. Three sets of examinations are written, and, if successful in these, the candidate is admitted to membership in the provincial institute and may use the letters "C.A."

Further information about the profession may be obtained from The Institute of Chartered Accountants in each province.

Office occupations in electronic data processing—One of the great stimulants to the growth of mathematical employment is the increasing use of high speed electronic digital computers. The top-level EDP jobs include setting up the problems to be solved by electronic computers (project planners), translating the information into code for processing (programmers), and operating the equipment (console operators). Most of the women working in these fields are programmers or console operators.

A recent Department of Labour study has indicated that the three most important attributes for success in this work are a problem-solving type of mind, thoroughness and patience, and mathematical ability and aptitude.

When computers are first installed, the programmers are often selected from within the organization. As new programmers are needed they are hired from among younger university graduates. Both groups are usually given a short formal course of instruction by a representative of the computer manufacturer. A few government departments and agencies conduct their own training courses. The large companies that install and service computers have hired a number of women university graduates in mathematics either as programmers or as systems service representatives. These firms conduct their own training programs.

How to get started—A student who is interested in following a career in mathematics should consult the school guidance officer and read books on the subject, which may be found in the school or public library. It is usually worthwhile talking over the possibilities of the profession with someone already practising in the field.

Because of the long period of career development necessary for many of the occupations in mathematics, teaching is probably the most promising field for the woman returning to the labour force. Innovations in the mathematics curriculum make refresher training essential.

*Information about careers in the federal Civil Service may be obtained from the Civil Service Commission, Ottawa.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During May, June and July

(except those under negotiation in April)

Company and Location	Union
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CNR, North Sydney, N.S.	I.L.A. (AFL-CIO/CLC)
Canada Cement, N.B., Que. Ont., Man., & Alta.	Cement Wkrs. (AFL-CIO/CLC)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered local
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Wallaceburg, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild, Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress & Sportswear Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Parent, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Bush Wkrs., Farmers' Union (Ind.)
MacMillan, Bloedel & Powell River & others, B.C. coast	Paper Makers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others. B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
E. S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Ste. Anne Power, Beaupre, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
TCA, company-wide	Air Line Flight Attendants (CLC)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que	United Textile Wkrs. (AFL-CIO/CLC)

Part II—Negotiations in Progress During April

Bargaining

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Aluminum Co., Kitimat & Kemano, B.C.	Steelworkers (AFL-CIO/CLC)
Anglo-Cdn. Paper, Forestville, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Ayers Limited, Lachute, Que.	United Textile Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Continental Can, St. Laurent, Que.	CLC-chartered local
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Donnacona Paper), Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Howard Smith Paper Division), Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Pulp & Paper (Newsprint Division), Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Domtar Pulp & Paper (Kraft & Boxboard Division), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Newsprint Group, Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
K. V. P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Miramichi Lumber, Chatham Industries & others, Miramichi ports, N.B.	Miramichi Trades & Labour (Ind.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Printing Industries Council, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Empl. Assn. (Ind.)
Rolland Paper, Mont Rolland & St. Jerome, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Scott Clothing, Longueuil, Que.	Empl. Assn. (Ind.)
TCA, company-wide	Air Line Pilots (Ind.)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
White Spot Restaurants, Vancouver & Victoria, B.C.	Empl. Union (Ind.)
Winnipeg City, Man.	Public Service Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)
Winnipeg Metro., Man.	Public Service Empl. (CLC)

Conciliation Officer

Assn. des Marchands Detaillants, Quebec & district, Que.	Metal Trades' Federation (CNTU) (garage empl.)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Hospitals (4), Trois Rivieres, Que.	Service Empl. Federation (CNTU)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Shell Oil Montreal East, Que.	Empl. Council (Ind.)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)

Conciliation Board

B.C. Shipping Federation, various ports, B.C.	Longshoremen & Warehousemen (CLC)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
International Nickel, Port Colborne & Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)

Post-Conciliation Bargaining

Company and Location	Union
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)

Arbitration

Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Standard Tube & T.I., Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)

Part III—Settlements Reached During April 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Associated Fur Industries, Toronto, Ont.—Butcher Workmen (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—weekly wage increases of $4 eff. Jan. 1, 1963 and $2 eff. Jan. 1, 1964; increased sick benefits.

Breweries (various), Winnipeg, Man.—Brewery Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—general wage increases of 5¢ an hr. retroactive to June 1, 1962 (stationary engineers to receive 8¢ an hr.) and 6¢ an hr. eff. June 1, 1963; night shift premium increased to 12¢ (formerly 11¢); 3 wks. vacation after 3 yrs. of service (formerly after 6 yrs.) and 4 wks. after 15 yrs. of service (formerly after 20 yrs.); improvements in accidental death benefit and weekly sickness indemnity; group life insurance now available for retired empl.; rate for labourer after June 1, 1963 will be $2.42 an hr.

B. C. Hotels Assn., Vancouver, B.C.—Hotel Empl. (AFL-CIO/CLC) (beverage dispensers): 2-yr. agreement covering 600 empl.—wage increases of 5¢ an hr. retroactive to Jan. 1, 1963 and 4¢ an hr. eff. Jan. 1, 1964; rate for porter after Jan. 1, 1964 will be $1.64 an hr.

B.C. Hydro & Power Authority—I.B.E.W. (AFL-CIO/CLC): 28-mo. agreement covering 1,300 empl.—general wage increases of 3% retroactive to Dec. 1, 1962 and 3% eff. April 1, 1964; sick leave provisions improved; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.).

B.C. Hydro & Power Authority—Office Empl. (AFL-CIO/CLC): 28-mo. agreement covering 1,500 empl.—general wage increases of 3% retroactive to Jan. 1, 1963 and 3% eff. Jan. 1, 1964; female empl. to receive additional 3% adjustment Jan. 1, 1963 and Jan. 1, 1964; 4 wks. vacation after 22 yrs. of service eff. 1964 (formerly after 25 yrs.) and after 20 yrs. eff. 1965; improvements in sick pay.

Cdn. International Paper & subsids., N.B., Que. & Ont.—Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Operating Engineers (AFL-CIO) & others: 2-yr. agreement covering 6,000 empl.—no general wage changes; classification adjustments; evening and night shift premiums to be increased to 8¢ and 11¢ respectively eff. May 1, 1964 (at present 7¢ and 10¢); life insurance for an empl. under age 65 will be two times upper limit of his annual earnings class up to a maximum of $18,000; life insurance in force Dec. 31, 1962 to be continued at company expense for empl. 65 to 70 years of age with coverage being reduced by 50% in five equal annual steps after age 70; weekly indemnity, beginning eighth day of non-occupational accident or illness, to be 60% of a normal week's pay for a maximum of $75 a wk. payable from first day of accident or illness up to 26 weeks; empl. contributions toward life insurance, accidental death and dismemberment insurance and weekly indemnity to be reduced annually in four equal steps with plans being non-contributory by May 1, 1966; future service retirement benefits to accrue at 1¾% eff. May 1, 1964 (at present 1½%) with empl. continuing to contribute 4% of earnings; retirement plan amendments will not be subject to negotiation until April 30, 1967, or the expiry date of the then current agreement, whichever is later; however, adjustments in retirement benefits or contributions by employer and empl. required by present or future federal or provincial legislation will be negotiable; 20 working days vacation after 20 yrs. of service; English and French versions of agreement to have parity of meaning.

Commission des Ecoles Catholiques, Montreal, Que.—Public Service Empl. Federation (CNTU) (office empl.): 2-yr. agreement covering 500 empl.—wage increase of 10% retroactive to Jan. 1, 1963; clerk-typist salary range $3,150 to $4,200 a yr.

Goodyear Tire & Rubber, New Toronto, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases of 4¢ an hr. eff. Feb. 24, 1963 and 6¢ an hr. eff. Feb. 23, 1964; improvements to pension, health insurance and S.U.B. plans; rate for janitor after Feb. 23, 1964 will be $1.98 an hr.

Hotel Sheraton-Mt. Royal, Montreal, Que.—Hotel Empl. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—wage increases of 3¢ an hr. eff. March 1, 1963 and 3¢ an hr. eff. March 1, 1964; weekly hrs. of work for gratuity empl. to be reduced from 48 to 44 with maintenance of take-home pay; rate for maid will be $9.85 a day after March 1, 1964.

Hudson Bay Mining, Flin Flon, Man.—CLC-chartered local, Machinists (AFL-CIO/CLC) & others: 2-yr. agreement covering 2,290 empl.—wage increases of 4¢ to 5¢ an hr. eff. April 16, 1963 and April 16, 1964; rate for surface labourer after April 16, 1964 will be $2.01 an hr.

IRON ORE OF CAN., NFLD. & QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—wage increases of 7¢ an hr. retroactive to Oct. 23, 1962, 7¢ an hr. eff. Oct. 23, 1963 and 7¢ an hr. eff. Oct. 23, 1964; job increment in C.W.S. plan to be increased to 7¢ in second yr. of agreement (at present 6.9¢); annual vacations continue to be 18 days after 1 yr. of service, 23 days after 2 yrs. of service, 28 days after 3 yrs. of service and 33 days after 4 yrs. of service for empl. at Schefferville and Carol Lake, and 12 days after 1 yr. of service, 16 days after 2 yrs. of service, 20 days after 3 yrs. of service and 24 days after 4 yrs. of service for empl. at Sept-Iles; company will continue to provide free rail transportation for empl. on vacation, their families and automobiles from Schefferville and Carol Lake to Sept-Iles.

MONTREAL CITY, QUE.—FIRE FIGHTERS (AFL-CIO/CLC): 2-yr. agreement covering 2,480 empl.—wage increases of $400 a yr. retroactive to Dec. 1, 1962 and $225 a yr. eff. Dec. 1, 1963; salary for fire fighter class 1 after Dec. 1, 1963 will be $5,525 a yr.

NORTHERN ELECTRIC, BELLEVILLE, ONT. & MONTREAL, QUE.—EMPL. ASSN. (IND.) (PLANT EMPL.): 2-yr. agreement covering 7,300 empl.—wage increases ranging from 3¢ to 7¢ an hr. eff. Feb. 22, 1963 and 2¢ an hr. additional for craftsmen; 3 wks. vacation after 12 yrs. of service eff. 1963 (formerly after 15 yrs.) and after 10 yrs. eff. 1964; hiring rate for general labourer $1.76 an hr.

NORTHERN ELECTRIC, MONTREAL, QUE.—OFFICE EMPL. ASSN. (IND.): 2-yr. agreement covering 2,200 empl.—salary increases of 2½% eff. March 1963 and March 1964; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.) in 1963 and after 10 yrs. in 1964.

ST. BONIFACE GENERAL HOSPITAL, ST. BONIFACE, MAN.—EMPL. UNION OF HOSPITAL INSTITUTIONS (IND.): 2-yr. agreement covering 700 empl.—wage increases of 3% eff. April 1, 1963 and 3% eff. March 30, 1964; maximum rate for hospital maid after March 30, 1964 will be $178 a mo.

SILVERWOOD DAIRIES, TORONTO, ONT.—RETAIL, WHOLESALE EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—weekly wage increases of $3 eff. April 1, 1963, $1 eff. Oct. 1, 1963 and $2 eff. April 1, 1964; rate for labourer after April 1, 1964 will be $86.50 a wk.

THOMPSON PRODUCTS, ST. CATHARINES, ONT.—EMPL. ASSN. (IND.): 2-yr. agreement covering 700 empl.—4¢ cost-of-living bonus incorporated into hourly rates eff. May 1, 1963; wage increases of 6¢ an hr. eff. Nov. 1, 1963 and 3¢ an hr. eff. Nov. 1, 1964; rate for labourer after Nov. 1, 1964 will be $2.24 an hr.

VANCOUVER BOARD OF POLICE COMMISSIONERS, VANCOUVER, B.C.—B.C. PEACE OFFICERS (CLC): 1-yr. agreement covering 730 empl.—general wage increase of 2.69% with a minimum of $13 a mo.; rate for probationary constable $378 a mo.

VANCOUVER CITY, B.C.—CIVIC EMPL. (IND.) (OUTSIDE EMPL.): 1-yr. agreement covering 1,550 empl.—general wage increase of 2.67%; rate for labourer $2.095 an hr.

VANCOUVER CITY, B.C.—FIRE FIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—wage increases of $7 a mo. for 1st class fireman and 1½% for those ranks above 1st class fireman; weekly hrs. of work to be reduced to 46 eff. Sept. 30, 1963 (at present 48 hrs.), to 44 eff. Feb. 28, 1964 and to 42 eff. Feb. 28, 1965 with maintenance of take-home pay; rate for probationary fire fighter $345 a mo.

Median U.S. Increase in 1st Quarter Was 7.5 Cents

Wage increases negotiated in the United States in collective agreements reached during the first quarter of this year were close to those of the first quarter of 1962, according to an analysis of 670 settlements made by the Bureau of National Affairs. The analysis showed that 31 per cent of the contracts provided for increases ranging from 7 to 9 cents an hour.

The median settlement in the first quarter was 7.5 cents, compared with 7.4 cents for the same period last year.

In manufacturing, the median dropped slightly to 6.9 cents from 7 cents, and in non-manufacturing to 9.0 cents from 9.5 cents in the first quarter last year.

Improvements in fringe benefits were most frequent in non-manufacturing. But new or revised insurance plans occurred in 41 per cent of the manufacturing, and in 40 per cent of the non-manufacturing agreements; and supplementary unemployment benefits were dealt with in 1 per cent of the manufacturing settlements and in none of those in non-manufacturing.

Pension plans were revised or added in 19 per cent of the non-manufacturing, and 18 per cent of the manufacturing agreements. Shorter work weeks were provided for in 3 per cent of the non-manufacturing contracts, compared with 1 per cent in manufacturing. In both groups 5 per cent of the settlements included provisions for new or revised severance pay plans.

Half of the settlements in the first quarter provided for deferred wage increases, slightly more than in the first quarter of 1962.

INTERNATIONAL LABOUR ORGANIZATION

Director-General's Report to ILO Conference

David A. Morse devotes entire report to 47th International Labour Conference, beginning June 5, to consideration of ILO's program, structure and activities

Are the structure and activities of the International Labour Organization adequately adapted to changing world conditions? This is the question dealt with by David A. Morse, Director-General of the International Labour Office, in his Report to the 47th Session of the International Labour Conference, which will open in Geneva on June 5. The Report is devoted entirely to a consideration of the ILO's program and structure.

In Mr. Morse's view, "the ILO is at one of the critical points of its history, at one of those points where it may be possible to swing outwards from accustomed courses into a new and larger orbit of action.

"Such an opportunity now presented by historical circumstances can be realized only through the concerted wills of the ILO's membership. It requires common agreement on basic objectives, a clear sense of priorities, and the adjustment of the ILO's methods and of its means to the changing world situation."

The Director-General recalls that a previous turning point occurred with the ILO's successful adjustment to the postwar world. Since then, world affairs have been influenced by developments of great significance. The Report mentions in particular the division between East and West and also the division, of at least equal significance, between North and South, between the industrialized countries enjoying relatively high levels of income and those countries—many of them only now emerging to independence from colonial status—in which incomes are very low and economies underdeveloped.

Mr. Morse points out that "the division between North and South has in recent years evidenced a growing consciousness of mutual responsibility and the achievement of practical international co-operation." He notes in this connection that the attack on world poverty has come to be recognized as an international obligation.

The Director-General goes on to analyse the changes that have already occurred in the elaboration of ILO programs and in its methods of work so as to adapt them to new world conditions.

ILO's Commitment to Peace and Freedom

Mr. Morse begins by recalling certain basic characteristics of the ILO which condition its approach to world social and labour problems. These characteristics are the ILO's commitment to peace and its commitment to freedom.

The ILO's commitment to peace, Mr. Morse writes, means that "the ILO should explore all possibilities of promoting fuller international co-operation toward the solution of social and labour problems common to industrialized nations whatever their political or philosophical complexions." He cites the implications for workers of automation and other forms of advanced technology as one area in which such international co-operation could be particularly useful.

He regards as being of perhaps even greater importance in its bearing upon world issues the "need to encourage in every practical way effective collaboration between the industrialized nations of East and West in economic and technical aid for the development of the low-income countries."

The ILO's commitment to freedom, Mr. Morse says, implies an obligation to give effect to three basic principles of universal value: freedom of labour, in other words, respect for the worker as a person; freedom of association; and the primacy of social objectives. These principles are accorded verbal recognition more widely than they are practised, he says.

Priorities for ILO Programs

"In attempting to suggest priorities for our programs," Mr. Morse says, "I think we should take the perspective of the next 10 years, consider what are likely to be the main problems during this period in

the social and labour sphere and what the ILO can do about them." He suggests that there are five constellations of problems challenging the ILO and its constituent member countries:

—The improvement of skills and fuller utilization of the labour force for economic development;

—The distribution of incomes and its relation to general economic and social objectives;

—The growth of trade unions and labour relations in developing countries;

—Various current issues affecting the status and conditions of the worker, and

—The implications for labour of automation and other forms of advanced technology.

Development of Human Resources

As regards the first group of problems, Mr. Morse remarks that "if through research, through technical co-operation activities, through the confrontation and careful evaluation of the experience acquired by different countries, the ILO were to perfect a knowledge of an effective human resources strategy, it would contribute immeasurably to economic and social development."

He suggests that, in the immediate context of the less developed countries, this strategy should concentrate on these three objectives: (1) better utilization of the labour force; (2) improving the quality of the labour force by vocational education and training; and (3) enlisting popular support for the tasks of national development.

In Mr. Morse's view, these three objectives are closely inter-related.

The Report next examines measures that might be taken by the ILO with respect to manpower planning, employment objectives in economic development and vocational training.

Incomes

In considering the aspect of incomes, Mr. Morse says the ILO should help bring about:

—A distribution of incomes which is socially just, taking account of the needs of the most vulnerable groups and of the need to achieve high levels of income-creating employment and an equitable sharing of the responsibilities and rewards of economic growth, and

—Participation by free organizations of workers and employers in taking decisions affecting the distribution of incomes.

In the less developed countries, an equitable distribution of incomes is a criterion not always easy to apply, "because often short-term desires may conflict with the long-term achievement of more substantial goals. Especially in the earlier stages of economic development, some immediate benefits and immediate gains in incomes may have to be sacrificed if the process of economic growth is to be sustained."

Mr. Morse points out, however, that "it is not reasonable to expect workers to accept wage policies which are determined in the light of economic development requirements if, at the same time, similar restraint is not placed upon other forms of income, particularly high incomes from property."

He proposes that the International Labour Conference should "consider, at an early session, incomes policy in relation to economic development with a view to reaching agreement on general principles, possibly in the form of an international Recommendation, which could be a guide both to national and to ILO action."

The Report deals next with income policies in relation to the objectives of economic growth, full employment and price stability in many of the highly industrialized countries having free-market economies.

Trade Unions and Labour Relations

In its analysis of trade union and labour-management relations problems, the Report concentrates on the situation of the developing countries and on the question of how to make ILO action on their behalf more effective.

It is, in Mr. Morse's view, incumbent upon the ILO to devise a strategy of action for the promotion of sound trade union development and viable systems of labour relations in countries pursuing the aims of rapid economic development. This strategy, he says, "would deploy in an integrated manner the ILO's various instrumentalities of action: international standards, technical co-operation, educational and training activities, research work and the dissemination of information."

Mr. Morse holds that the ILO should encourage and assist in the formation of national policies for labour relations, in which employers' organizations and trade unions are associated with governments.

Automation and Technological Change

Mr. Morse points out that the urgent need for an expanded ILO program on automation and technological change arises not because technological progress is new, but because it has gone forward at a very rapid pace in the industrialized countries in recent years and seems likely to accelerate still more in future. He observes, too, that

the problems of automation are not limited to "free-enterprise" countries but also affect countries having a planned economy, and he warns against underestimating the potential impact of advanced technology in developing countries.

Mr. Morse notes that there are a number of types of action which the ILO should take in this connection through its work as an international clearing house, through international technical co-operation on methodology, through expanded research activity and through programs to secure better public understanding of the problems involved.

Role of International Labour Conference

Mr. Morse devotes an important section of his Report to an examination of the part played by the International Labour Conference. He notes that while no proposal has been made during recent discussions to change the composition of the Conference or his method of voting, questions have been raised concerning certain of its procedures and arrangements.

One aspect of the Conference that has given rise to difficulties in recent years has been the procedure for the examination of resolutions. These difficulties, Mr. Morse notes, stem from the increasing number of resolutions submitted and the increasing proportion of resolutions involving political questions of a far-reaching character for which the ILO does not have major international responsibility. The cumulative effect of these factors has been to place a greatly increased burden on the Resolutions Committee and to make it difficult for it to complete its work within the time available in a manner satisfactory to the Conference as a whole.

"Fundamentally," Mr. Morse writes, "the problem arises from the difference in nature between the agenda of the Conference and the resolutions submitted to the Conference on questions not included in the agenda."

Mr. Morse says, too, that "no procedural or institutional device can adequately replace a wise restraint on the submission to the Conference of proposals relating to matters in respect of which the responsibility for action on behalf of the United Nations family rests primarily on the political organs of the United Nations."

Credentials Procedure

Another aspect of the arrangements for the Conference mentioned by Mr. Morse as calling for possible reconsideration is the procedure for the examination of objections to the credentials of delegates or technical advisers.

Mr. Morse pays tribute to the great devotion with which the successive chairmen and members of the Credentials Committee have discharged the duties entrusted to them by the Conference. But there is, he says, an inherent defect in an arrangement under which members of the Credentials Committee may sometimes appear to be at the same time both party and judge.

In these circumstances, Mr. Morse suggests, the Conference may wish to consider the possibility of entrusting certain of the present functions of the Credentials Committee to an independent judicial body. Such a body, he says, could consider objections before they are submitted to the Credentials Committee or to the Conference.

Revision of Standards

Mr. Morse calls attention to the fact that there is no procedure whereby a Convention which has failed to fulfil its purpose, or alternatively has wholly fulfilled its purpose, can be taken off the ILO statute book. As a result, he says, a certain number of Conventions are dead wood impairing the vitality of the International Labour Code as a living force.

Mr. Morse notes, too, that neither the Conference nor the Governing Body has a standing revision committee which can undertake over a period of years the continuing task of systematically revising existing instruments to bring them into line with newer developments. He suggests, therefore, that the Conference might decide to add to its permanent committee structure a revision committee, which would consider each year a Convention or group of related Conventions included, for the reconsideration of some particular provision or feature, in the agenda of the Conference for that year.

Mr. Morse lists a total of 31 Conventions —more than a quarter of the total number so far adopted—that could usefully be included in an initial revision program.

Industrial Committees

The role of the ILO's Industrial Committees, set up in 1945 as standing tripartite organs for the consideration of conditions in certain industries or affecting certain occupational groups, also is subjected by Mr. Morse to careful scrutiny.

He believes that, in the case of certain Industrial Committees, sessions might be held at less frequent intervals and that other meetings could be held in their stead.

TEAMWORK in INDUSTRY

Failure to keep employees informed on company matters which concern them has an unsettling tendency which adversely affects production, says Robert E. Jacob, president and general manager of Canadian Crittal Metal Window Ltd., Toronto. "Our employees know generally how we run our business," he said recently to visitors from the Department's Labour-Management Co-operation Service. Most of the educating is done through the plant's Joint Production Committee, made up of two management and three employee representatives.

Periodically Mr. Jacob, the general sales manager, the secretary-treasurer or some other officer addresses the group on various aspects of company operations. Information received by the union representatives—one of whom is the local president—is disseminated verbally to their fellow-workers in the plant. Following JPC meetings, management also distributes copies of the minutes to each of the 100 employees.

Management attaches considerable importance to this distribution because it has proved a stimulus to "feed-back." Employees take the minutes home to read—and come back with another idea. "They also prevent a breakdown in communications with people who are inclined to be quiet and reserved," said Mr. Jacob. He explained that, since 60 per cent of the firm's contracts are for custom work, the primary problems are quality and delivery dates. "Our employees know that we get orders by being competitive," he said. "They knew that promptness has a bearing on new orders. Experience has taught us that employee awareness of management's over-all problems is an aid to production."

Plant manager William Beatt stated that agendas-in-advance are recommended by both union and management. Most of the JPC's attention is directed toward straightforward production problems. Since 60 per cent of Canadian Crittall's business is with custom-built work, the pressure exerted under these conditions calls for a lot of flexibility on the part of management, committee and employees. Production is based almost entirely on the "efficiency of working conditions." As for the employees' output of ideas: "Of all the suggestions we received, I would say that 90 per cent of them are really practical items," said Mr. Beatt.

Harry Hilton, president of United Steelworkers' Local 4392, described joint consultation at Crittall as "a great help." He reported that only twice during the last 12 months were union-management problems referred to the international representative—and these were of a minor nature.

Mr. Hilton is employed as a punch press operator and is one of the union members serving on the JPC, which was formed a year ago to raise production efficiency. He thinks that association on the committee has also indirectly boosted morale, improved communications and brought the employees closer to management. "We are tackling our problems on a 50-50 basis," he said. "You must have this kind of teamwork to make any sort of advance."

* * *

Fear of being ridiculed, and fear of being ignored are no longer problems among employees working in the shops and plants division of the city engineering department in Calgary, Alta. A progress report submitted to the division's Labour-Management Production Committee by retiring member Harold Denhoff indicates that five years of joint consultation have established greater mutual trust between labour and management and have greatly increased general understanding, morale and safety. The 270 employees serving on the engineering department's shops and plants division's LMPC are members of Local 37, National Union of Public Employees (CLC).

Keen interest may characterize the attitude of labour-management committee members toward a new problem but that interest will soon be lost if the problem is left unresolved too long. So claims a year-end report submitted by incinerator foreman J. Dean to fellow members of the sanitation division Labour-Management Production Committee of Calgary's engineering department. Mr. Dean suggested that some types of problems required more research than others and that the necessary field work ought to be made available in such cases. The 120 employees serving on the sanitation division's LMPC are also members of NUPE Local 37.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during March. The Board issued four certificates designating bargaining agents, rejected two applications for certification, and also rejected one application for revocation of certification. During the month the Board received four applications for certification, one application for revocation of certification, and two requests for review under Section 61(2) of the Act seeking review of earlier decisions.

Applications for Certification Granted

1. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of lockermen and waterboys employed by the Western Stevedoring Company Limited and working in the ports of Vancouver and New Westminster, B.C. (L.G., Mar., p. 225).

2. District 50, United Mine Workers of America, on behalf of a unit of drivers and warehousemen employed by McClure Transport Limited, Edmundston, N.B. (L.G., Apr., p. 309).

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 141, Warehousemen and Miscellaneous Drivers, on behalf of a unit of truck drivers employed by Wilkins Transport Limited, Chatham, Ont. (L.G., Apr. p. 309).

4. Retail, Wholesale and Department Store Union, Local 580, on behalf of a unit of drivers, yardmen, and mechanics employed by Associated Enterprises Ltd., Salmo, B.C. (L.G., Apr., p. 309).

Applications for Certification Rejected

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and The Windsor Truck and Storage Company Limited, Windsor, Ont., respondent (L.G., Mar., p. 225). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Empire Freightways Limited, Winnipeg, Man., respondent, and the Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., Mar., p. 226). The application was rejected for the reason that the unit for which the application was made was not considered to be appropriate for collective bargaining.

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting Lucien Jarraud, Germaine Buteau, *et al*, applicants, CJMS Radio Montreal Limited (formerly La Bonne Chanson Inc.), respondent, and National Association of Broadcast Employees and Technicians, respondent, (L.G., Feb., p. 143) (see "Reasons for Judgment" below).

Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 501, Canadian Area, on behalf of a unit of dockmen-drivers employed by Lynn Terminals Limited, North Vancouver, B.C. (Investigating Officer: G. H. Purvis).

2. General Truck Drivers and Helpers Union, Local 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Flanders Van Service Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

3. The National Syndicate of the Employees of the Trucking Industry, Saguenay-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Lake St. John, Inc., on behalf of a unit of employees of Roberval Express Limited, Chambord, Que. (Investigating Officer: R. L. Fournier).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the Dominion Auto Transit Co. Ltd., Walkerville, Ont. (Investigating Officer: A. B. Whitfield).

Requests Received for Review of Decisions

1. Request for review of the certificate issued by the Board on December 28, 1962, to the Canadian Brotherhood of Railway, Transport, and General Workers in respect of a unit of various manual and clerical employees of the Canadian National Railways (L.G., Feb., p. 142). The request for review was made by The Order of Railroad Telegraphers, which had intervened to contest the application for certification made by the Canadian Brotherhood of Railway, Transport, and General Workers.

2. Request for review of certificate issued by the Board on February 13, 1959, affecting Eldorado Mining and Refining Group of the Civil Service Association of Canada, petitioner, and Eldorado Mining and Refining Limited, respondent (Metallurgical Laboratories, Ottawa) (L.G. 1959, p. 386).

Application for Revocation Received

Twin City Broadcasting Company Limited, Kitchener, Ont., applicant, and National Association of Broadcast Employees and Technicians, respondent. The application was for revocation of the certification issued by the Board on October 4, 1962, to the National Association of Broadcast Employees and Technicians in respect of a unit of employees of the company employed at Radio Station CKKW (L.G. Dec. 1962, p. 1386).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Reasons for Judgment

Application for Revocation of Certification affecting

Lucien Jarraud, Germaine Buteau, et al — Applicants
CJMS Radio Montreal Limited (formerly La Bonne Chanson Inc.) — Respondent
National Association of Broadcast Employees and Technicians — Respondent

This is an application made by a number of employees in the bargaining unit to revoke the certification granted by the Board on October 7, 1955 to NABET as bargaining agent for a unit of employees of the company, whose name at that time was La Bonne Chanson Inc.

The application for revocation is dated the 30th day of November 1962. On October 17, 1961, a collective agreement was entered into between NABET and the company, which agreement was still in force when this application for revocation was made. On November 30, 1962, there were about 30 employees who were members of the bargaining unit, of whom 24 signed the application for revocation.

The application came before the Board at a hearing on January 29, 1963, but the hearing, not being completed on that date, was resumed and completed on the 19th day of March, 1963.

The application sets out the grounds for asking revocation as follows:

5. THAT both during the term of the said collective agreements and during the negotiations that brought about the collective agreement presently in existence, the relations between the employees, on one part, and NABET (on the other part) have been most difficult and the undersigned were able to notice that the officers of NABET were more concerned with the interests and fate of their Association than with the interests and welfare of the employees of CJMS Radio Montreal Limited and the good relations which should exist between the employees and the employer;

6. THAT the undersigned have been able to notice more particularly the weakness and the lack of understanding on the part of the officers of NABET during the negotiations which led to the collective agreement presently in existence, as well as during the subsequent period when the officers and the official representatives of NABET tried, both by their actions and by their words, to create an uneasiness both in the midst and amongst the employees of CJMS Radio Montreal and within the establishment.

On these grounds the applicants submitted, in paragraphs 7 and 8 of the application, that it was important and urgent that they assume themselves the responsibility of protecting their own interests and personally administering the matter of the relations that must exist between them and the company, and that the baneful and dangerous interference of third parties who were not concerned with the existence of a good understanding with their employer, nor with the maintenance of smooth and friendly relations within the company's establishment, be eliminated.

In its reply to the application NABET denied the allegations contained in paragraphs 5 and 6 of the application, quoted above, asserting that its relations with the company were always extremely difficult, but not with the employees; that these difficulties were solely and entirely due to the employer's anti-union attitude, to his refusal to carry out his commitments, to his total disregard for the laws and government agencies and to his constant desire to rid himself of NABET, the agency certified by the Board, such desire being constantly shown by his encouraging the establishment of an independent association and the application for revocation. The reply further alleged that the actions and attitudes of the employer had all been and still were intended to prevent NABET from efficiently representing the employees, and also to discourage the employees from wishing to be represented by NABET.

NABET's reply asserted that when signing the application for revocation the employees never wanted to protect themselves but rather to comply with the wish, the pleasure and the will of the employer. It further claimed that NABET had always tried to obtain good working conditions for the employees, through collective bargaining, and was always ready to co-operate with the employer, notwithstanding his constant refusal. It also alleged that the application and supporting affidavits were signed with the knowledge of the employer, with his approval and during the hours of work.

Finally NABET's reply submitted that the application is premature and illegal in view of the collective agreement between NABET and the company, and under the Act.

The company's reply to the application admitted, except for paragraphs 7 and 8, all of the contentions contained therein, including those in paragraphs 5 and 6, as

---

The Board consisted of C. Rhodes Smith, Chairman, and E. R. Complin, A. J. Hills and Donald MacDonald, members. The judgment of the Board was delivered by the Chairman.

66607-3—3½

being, to the best of its knowledge, true and substantiated, and in accordance with the facts.

With respect to paragraphs 7 and 8 of the application the company's reply stated:

2. That it cannot speak for the employees of CJMS Radio Montreal Limited in respect of their direct and personal relations with the officers of the National Association of Broadcast Employees and Technicians, since its employees have, in the past, always been entirely free, and are still entirely free to draw their own conclusions in this matter, but the *mise-en-cause* has sufficiently known the officers of the National Association of Broadcast Employees and Technicians (NABET) and has sufficiently experienced their policies to be unreservedly of the opinions expressed in the contention contained in paragraphs 7 and 8 of said application for revocation of certification . . .

The company's reply further stated that the application for revocation appeared admissible and that it had no intention of contesting it.

The application for revocation is made under Section 11 of the Industrial Relations and Disputes Investigation Act, (R.S.C., 1952, C. 152), which reads as follows:

11. Where in the opinion of the Board a bargaining agent no longer represents a majority of employees in the unit for which it was certified, the Board may revoke such certification and thereupon, notwithstanding sections 14 and 15, the employer shall not be required to bargain collectively with the bargaining agent, but nothing in this section prevents the bargaining agent from making an application under section 7.

The Board does not agree with the argument of counsel for NABET that the application for revocation of certification is premature and illegal in view of the collective agreement between NABET and the company, and under the Act. In our opinion, Section 11 of the Act must be given effect according to its terms, which are clear and simple. It is not in any sense subject to Section 14 or Section 15, as submitted by counsel. The reference in Section 11 to Sections 14 and 15 deals only with the situation which will exist if and when revocation of certification has been granted, and does not limit in any way the Board's power to deal with an application for decertification. The same reasoning applies to the reference to Section 7. Nor does the existence of a collective agreement between a union and a company prevent a number of employees from applying for revocation of certification and attempting to convince the Board that the union no longer represents a majority of the employees in the bargaining unit.

In the Board's opinion, the words "the Board may revoke such certification" in this context clearly mean that the Board has a discretion and that it is required to exercise its judgment in granting or refusing revocation. The important issue in this case thus becomes whether the Board should grant the revocation asked by the large majority of employees in the bargaining unit who have signed the application, or whether the circumstances are such that the Board should exercise its discretion by refusing the application.

Control of the company has changed hands since certification was issued to NABET in 1955. Mr. Raymond Crépault stated that he purchased the company at the end of 1957, at which time it was bankrupt. Since then it appears that its position has improved considerably.

Since 1959 there has been a very high percentage turnover of employees of the company. The evidence is that, of the persons employed by the company in November 1959, only two or three were still employed at the date of the hearing, January 29, 1963, and that of those employed in September 1960, only six were still employed on that date. One employee was dismissed in 1959 and several others in 1960. We have no evidence that any others have been dismissed, but since a strike, which began on August 11, 1961, and ended on October 17 of the same year, quite a number have left the company's employ, at least three of them for positions with another broadcasting company.

From the parol evidence it appears that only four employees in the bargaining unit were members of NABET at the date of the application for decertification.

At the two hearings seventeen employees and three former employees gave evidence. All but two of the present employees were called by the applicants, and all the present employees who gave evidence favoured the application.

Very little of the parol evidence supported the allegations in paragraphs 5 and 6 of the application for revocation of certification. Most of the witnesses either said they had no personal complaint about NABET or said they had never been spoken to by a representative of NABET or knew nothing of NABET.

One of the applicants, Lucien Jarraud, gave evidence at the January 29 hearing relating to the strike which began on Friday, August 11, 1961. He stated that a NABET officer told him on August 11 that there was a strike because the company's president, Mr. Crépault, did not want to negotiate with NABET, that Mr. Crépault told him the next morning that he had not refused to negotiate but had given a letter that he would negotiate on Monday, that NABET officials at first denied receiving

the letter but later one of them, Mr. Pedneault, admitted having it and referred to an addition in Mr. Crépault's handwriting that he would negotiate on Monday. In the course of his evidence he said:

> . . . I didn't see this letter, they didn't want to show me the letter, and I said, "If you have it you have to show me." I wasn't even on strike at the time. Why they had the handwriting of Mr. Crépault there certifying that what was in the letter was true; he signed in his own handwriting, and then to prove that Mr. Crépault really wrote that in his own handwriting, Mr. Demers, who was the general manager, initialled that and the bookkeeper, Mr. Lanctot, also initialled it.

At the March 18 hearing, Mr. Jarraud was shown a letter dated August 11, 1961, from Mr. Crépault to Mr. Duquette (Industrial Relations Officer of the Department of Labour). He identified the letter as the one sent by Mr. Crépault, but on this occasion said it was shown to him by someone on the picket line.

An examination of [this letter] discloses that it bears Mr. Crépault's signature and an unsigned handwritten postscript. The letter contains a statement of willingness to sign an agreement in certain terms and the postscript agrees to a change in one of the terms. Nowhere in the letter or in the postscript is there any reference to negotiating on Monday or at any time. Beside the postscript are Mr. Lanctot's initials, but Mr. Demers' initials do not appear anywhere.

The Board considers Mr. Jarraud to be an honest witness, sincerely trying to tell the truth as he remembered it. However, the marked discrepancies between his evidence and the facts as disclosed by the letter indicate that his memory is far from reliable. The Board therefore has concluded that his evidence cannot be given much weight. Further, he had never attended any meetings of the union, nor taken part in any discussions between NABET and company officers.

Mr. Jarraud and one other witness complained of statements made to them by other employees or by NABET members when working on the company's premises during the 1961 strike.

Mr. Jarraud further gave evidence that NABET, subsequent to the date on which the application for revocation was made, opposed an application for an FM license that had been made by the company prior to that date. It was submitted that this incident showed NABET was not interested in advancing the interests of the employees. Obviously it could not be considered a reason for the application for revocation of certification, and, as no reason was given for NABET's alleged opposition, the Board considers this evidence has no value.

All of the 24 employees who signed the application for revocation of certification took identical affidavits swearing to the truth of all the facts contained in the application. Many of them had been employees of the company for only a short period, in one case four days, in others two or three months. None of these could have had personal knowledge of things referred to in the application which occurred long before they became employees.

In the Board's opinion the allegations against NABET contained in paragraphs 5 and 6 of the application have not been proved. From the parol evidence the real reasons for the application appear to have been the following:

1. Unwillingness to pay money (dues) to an organization (NABET) which did nothing for them. This reason was given by the great majority of witnesses, generally in very similar words. In the Board's opinion this was the decisive factor in the minds of most of the applicants.

2. We do not need an outside organization as an intermediary between us and our employer. We have good relations with him and can deal with him better ourselves.

3. Some witnesses expressed a dislike of all unions.

4. Some witnesses referred to general dissatisfaction with NABET.

5. A few witnesses said they signed the application in order to follow the general trend.

6. One witness said he was aware that the employer did not seem to be in favour of this union (NABET).

The statement that NABET did nothing for the employees is perhaps understandable on the part of a number of witnesses who stated either that they knew nothing of the collective agreement or that they had never seen it. The agreement of October 17, 1961 is a document of 32 pages plus two appendices. It is a pretty complete document. Referring only to the salary clauses we find that it provides for rates of pay for various classifications, with regular $5.00 increments in the weekly rates up to a maximum for each classification. It also provides that on the 1st of January 1962, every employee will receive an increase of $1.00 per week and that on the 1st of October 1962, and again on the 1st of October 1963, every employee will receive increases of $2.00 per week. These increases are certainly gains obtained by NABET for the employees through the agreement.

Much of the objection to being represented by NABET appears to stem from the time of the strike, though very few of the applicants were employees of the company at that time. The only evidence we have concerning the beginning of the strike is that of Alfred Pedneault, International Representative of NABET, who serviced the Montreal local of NABET dealing with this company. His evidence on the point is as follows:

BY MR. ROSS (a member of the Board):

Q. May I ask one question following that. Was the strike called by NABET or was it undertaken by the employees alone?

A. It was undertaken by the employees. If you will permit me to state, my recommendation at the meeting was not to go on strike on that date but the employees were fed up the way there were negotiations since about fifteen months and they could not come to an agreement and they had nothing before them to prove that we could reach an agreement in a short time. They decided, all the employees who were there—well, let us say almost unanimously because only one voted against the strike.

BY MR. DESAULNIERS [counsel for NABET]:

Q. Who was the one who voted against it?

A. We could not find out. It was a secret ballot and there was one against the strike and the others were in favour of it.

He was cross-examined by Mr. Tremblay [for the applicants] about this meeting:

Q. Were all the employees at that time at the meeting for the strike? Were they present?

A. I think 80 or 85 per cent were present.

Q. 80 or 85 per cent were present?

A. Yes.

This evidence should be read in conjunction with that of Mr. Jarraud about the letter of August 11, 1961, from Mr. Crépault to Mr. Duquette. This indicates that Mr. Crépault's statement in the unsigned postscript that he accepted a specific change desired in the proposed collective agreement was not believed. This disbelief apparently touched off the strike.

The foregoing evidence indicates that it was the employees themselves and not the union who were responsible for the strike's beginning.

The evidence submitted at the hearing on January 29 makes it abundantly clear that since November 1959 there has been a long series of serious difficulties between the company and NABET, as shown by complaints made by NABET to the Minister of Labour or to the Board.

The first complaint, November 10, 1959, alleged refusal of the employer to arbitrate a grievance concerning dismissal of an employee, notwithstanding the provision in the collective agreement then in existence requiring arbitration. The second complaint, September 7, 1960, alleged refusal to arbitrate a similar grievance concerning the dismissal of eight employees in the technical group arising out of changes in the company's methods of operation. It was alleged that these changes required other employees, announcers, to carry out technical functions contrary to the terms of the collective agreement. It seems clear that in both of these cases the employer did refuse to arbitrate. Settlement of the disputes was apparently reached through the mediation of a conciliation officer of the Department of Labour. It should be stated that when this second complaint occurred, the term of the former collective agreement had expired, and negotiations for a new agreement had begun.

A third complaint was made on February 7, 1961, that the employer, after the expiry date of a collective agreement, and while negotiations for a new agreement were under way, unilaterally changed conditions of employment and stated he would change certain conditions, e.g., he would no longer deduct union dues at the source. The complaint listed six grievances in this connection which it stated had been submitted to the company but that it had been impossible to have a meeting with the company to discuss these grievances.

A Conciliation Board was established by the Minister of Labour on March 7, 1961, which rendered a unanimous report on May 19, 1961, most of whose terms had previously been agreed to between the parties. On June 21, 1961, Mr. Crépault wrote the Director of Industrial Relations, Department of Labour, stating: ". . .in the present circumstances, the company cannot give effect to the report of the board of conciliation." The dispute was not settled and about two months later, on August 11, 1961, the strike previously referred to began.

The strike terminated on October 17, 1961, and a new collective agreement was entered into bearing that date. The strike seems to have occasioned much bitterness. By the terms of settlement two employees were not reinstated with the company, and others did not return to work with the company.

On October 13, 1961, shortly before the end of the strike, Mr. Crépault wrote the Director of Industrial Relations, making a formal request for the Board to decertify NABET. On October 17, 1961, the request was withdrawn by telegram.

Further difficulties arose in 1962 between the company and NABET. Early in June NABET applied to the Board to establish a procedure for the final settlement of grievances or disputes concerning the application, the interpretation or the violation of the collective agreement between the company and NABET, which might directly

involve the company and the union. On July 18, Mr. Crépault wrote the Chief Executive Officer of the Board, the letter stating in part: "For all practical purposes, there exists a collective agreement, in due form, binding the parties concerned, and we have no intention whatsoever of allowing whomsoever to alter this document at this stage."

The Board, in accordance with Section 19 (2) of the Act, prescribed a provision as requested, the collective agreement previously having no provision on the specific point.

On September 5, 1962, NABET wrote the Minister of Labour requesting authority to proceed against the company for not following the established grievance procedure to settle the dispute last referred to, which arose out of the failure of the company to comply with specific provisions of the collective agreement, including a requirement to supply NABET with a list of employees showing the length of service of each employee. The agreement contained a provision for checkoff of union dues for all employees hired after the agreement was signed and for all other employees who signed an authorization form for this purpose. A conciliation officer of the Department intervened and the dispute was settled by agreement.

On January 7, 1963, NABET made a further complaint to the Minister of Labour alleging that the company had unilaterally amended the agreements reached through the conciliator in the last mentioned dispute, that NABET had submitted five new grievances to the company which had made no reply, that NABET had then notified the company of its intention to resort to arbitration but that the company had refused to nominate its representative to the arbitration board. The complaint requested authorization to prosecute the company. Such authorization was given by the Minister during the period between the first and second hearings held by this Board.

On January 22, 1963, NABET wrote the company stating that the union dues of employees for the months of November and December 1962 had not been received, as required by the terms of the collective agreement. Mr. Pedneault stated in evidence on January 29 that no answer to this letter had been received.

None of the allegations referred to in these complaints were denied at the Board hearings, though in some instances an explanation of the company's position is given in letters written by Mr. Crépault at the time of the complaint.

In the autumn of 1960 an association of employees of the company was formed, separate and distinct from the union. There is no evidence that Mr. Crépault proposed or sponsored this association in any way. It is clear, however, that he has consistently favoured the association. The first meeting to form the association and obtain signatures for membership, and at least some subsequent meetings, were held on company premises. One meeting was apparently held in Mr. Crépault's office, though he was not present. Mr. Crépault attended some meetings and spoke at them. One witness who is not now employed by the company said that there were two meetings at which they had coffee and biscuits. He said:

> . . . The meeting start around 2 or half past 2 or 3 o'clock in the afternoon and we stop all work to go to the meeting. Then Mr. Crépault was there and he says, you may stay on the association of NABET and the other, I don't mind, but, I will be happy if you are all together because it is an association and we can make picnics and fun and hockey and play games and everything like that. If you are with me, well we are together to sign for individual contracts and we will be happy because I do not understand how strangers will come in this station.

Two witnesses said that at an association meeting, apparently in 1960 or 1961, there was discussion of decertification of NABET. One said they were to sign a form showing they were resigning from NABET. It is quite clear that employees were free to talk about the association on company premises and during working hours, but one witness said he was warned by the general manager not to talk about the union (NABET) on company premises, that if he preferred to keep his job he shouldn't forget that he had a wife and three children.

In 1962 several employees were offered by management individual contracts at higher rates of pay than they were receiving under the collective agreement. One witness, not now employed by the company, said that according to the contract offered her she was to write a letter asking for her resignation from NABET and also asking not to pay her fees or dues.

While the evidence concerning the preparation and execution of this application for revocation of certification is not complete it is clear that the matter was discussed on company premises and that management did not object. One witness stated that she was given permission by her employer to go and sign the application.

After careful consideration of all the evidence the Board has come to a definite conclusion that NABET has at all times tried to discharge its responsibilities to the employees it represents and to protect

their interests in accordance with the current collective agreement, but that to a great extent its efforts to those ends have been frustrated by the attitude and actions of Mr. Crépault, representing the company.

On the other hand it is our opinion that for a long time Mr. Crépault has followed a policy of obstructing NABET rather than co-operating to maintain good relations in accordance with the spirit and purpose of the Act. In fact, the evidence indicates strongly that he has desired and still desires to get rid of NABET as the bargaining agent for the company's employees.

In our view, his obstructive actions, coupled with his clear preference for and verbal support of the association of employees and the offering to employees of individual contracts at higher rates of pay than they were receiving under the collective agreement, have been largely responsible for many of the employees' coming to the conclusion that they would be better off without NABET as their bargaining agent. Such tactics are particularly effective in a relatively small company where every person, whether he or she is an employee or comes within the company management, knows every other person and contacts between management and employees are matters of every-day occurrence.

Under these circumstances the Board has come to the conclusion that the application for revocation of the certification of NABET should not be granted. It is accordingly refused.

(*Sgd.*) C. Rhodes Smith,
Chairman
for the Board.

Dated at Ottawa, April 25, 1963.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Robin Hood Flour Mills Limited, Moose Jaw, Sask., and Local 201 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: J. S. Gunn).

2. Northern Cleaning Agencies Inc., Montreal, and Local 298 of the Building Service Employees' International Union (Conciliation Officer: C. E. Poirier).

3. Rod Service (Ottawa) Limited, Ottawa, and Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

4. TransAir Limited, Winnipeg, and Lodge 2223 of the International Association of Machinists (Conciliation Officer: J. S. Gunn).

5. Seaway Forwarding Agencies Limited, Sarnia, Ont., and Local 1854 of the International Longshoremen's Association (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

Settlements Reported by Conciliation Officers

1. Alaska Cruise Lines, Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe) (L.G., Feb., p. 144).

2. De Luxe Transportation Limited, North Bay, Ont., and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Nov. 1962, p. 1283).

3. Gill Interprovincial Lines Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie) (L.G., Nov. 1962 p. 1283).

4. Northern Cleaning Agencies Inc., Montreal, and Local 298 of the Building Service Employees' International Union (Conciliation Officer: C. E. Poirier) (see above).

Conciliation Boards Appointed

1. Vancouver Wharves Limited, Vancouver, and Local 501 of the International Longshoremen's and Warehousemen's Union (L.G., April, p. 309).

2. Robin Hood Flour Mills Limited, Saskatoon, and Local 342 of the United Packinghouse, Food and Allied Workers (L.G., April, p. 310).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in February to deal with a dispute between Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited

and Local 1842 of the International Longshoremen's Association, Toronto (L.G., April, p. 311) was fully constituted in March with the appointment of His Honour Judge P. S. MacKenzie of Walkerton, Ont., as Chairman. Judge MacKenzie was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, W. J. Whittaker, Q.C., of Toronto, and A. Andras of Ottawa, who were previously appointed on the nomination of the companies and union, respectively.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between Hamilton Shipping Co. Ltd., Yorkwood Shipping and Trading Co. Ltd., Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited and Local 1654 of the International Longshoremen's Association, Hamilton (L.G., April, p. 311) was fully constituted in March with the appointment of His Honour Judge P. S. MacKenzie of Walkerton, Ont., as Chairman. Judge MacKenzie was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, W. J. Whittaker, Q.C., of Toronto, and A. Andras of Ottawa, who were previously appointed on the nomination of the companies and union, respectively.

3. The Board of Conciliation and Investigation established in February to deal with a dispute between Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006 of the International Union of Mine, Mill and Smelter Workers (L.G., April, p. 311) was fully constituted in March with the appointment of Trevor R. Smith of Toronto as Chairman. Mr. Smith was appointed by the Minister on the joint recommendation of the other two members of the Board, Alex Harris of Toronto and Drummond Wren of Agincourt, who were previously appointed on the nomination of the company and union, respectively.

4. The Board of Conciliation and Investigation established in March to deal with a dispute between Vancouver Wharves Limited, Vancouver, and Local 501 of the International Longshoremen's and Warehousemen's Union (See above) was fully constituted in March with the appointment of H. E. Hutcheon of Vancouver as Chairman. Mr. Hutcheon was appointed by the Minister on the joint recommendation of the other two members of the Board, John L. Farris, Q.C., and William Stewart, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in three cases heard on March 11.

The first dispute was over the claim for a minimum day's pay at yard rates by a yard foreman and two yard helpers who were not called to do the switching and spotting of a circus train; the second concerned the refusal by the company of time claims by yardmen on account of their not being assigned to work with a trackmobile performing switching in a shop yard; and the third was over claims by freight train crews for an extra eight hours' pay at yard rates for picking up cars from two different tracks, one of which was a C & O track used for interchange purposes.

The Board sustained the contention of the employees in the first case; partly sustained the employees' contention in the second case; and disallowed the claims in the third case.

The three cases, Nos. 802 to 804, are summarized below.

Case No. 802—*Dispute between Canadian National Railways (St. Lawrence Region) and Brotherhood of Railroad Trainmen over claims for a minimum day's pay by a yard foreman and two yard helpers who were not called to perform the switching and spotting of a circus train, which was done by the train's crew.*

A circus train in charge of a road crew arrived at 11.40 p.m. at Sherbrooke. The crew was kept on duty to switch the train and spot the cars, and was relieved at 5.45 a.m.

A yard foreman and two yard helpers at Sherbrooke submitted claims for a minimum day's pay at yard rates because they had not been called to do the work, as provided in the current agreement for yardmen. The railway declined to pay the claims.

The employees based their contention on the article of the current agreement that reads: "Switching, transfer and industrial work, wholly within the recognized switching limits, will, at points where yardmen are employed, be considered as service to which yardmen are entitled, but this is not intended to prevent trainmen from performing switching incidental to their own train

or assignment." The work of switching and spotting the circus train was "switching" as defined in that article, the Brotherhood contended.

In addition, the employees pointed out that: the past practice at Sherbrooke and all other closed yards had been to order a yard crew in such cases; the arrival of the circus train was known weeks in advance, providing ample time for making the necessary arrangements; and at the time of discussion with the Sherbrooke agent, it was the intention to assign a yard crew for the work. Subsequently, however, the railroad had issued instructions for the road crew to remain on duty and do the switching work.

The employees contended also that the dispute paralleled an earlier case in which the Board had sustained the contention of the employees.

The company contended that the circus train had arrived at Sherbrooke an hour and ten minutes after the second of the two yard shifts there had booked off duty. There is no yardmen's spare board at Sherbrooke.

The company cited the same article that the Brotherhood had, but emphasized the phrase, "but this is not intended to prevent trainmen from performing switching incidental to their own train or assignment." This phrase, the company said, clearly permitted the trainmen to perform the switching.

Further, the company asserted that the previous case cited by the Brotherhood was not parallel to the present dispute, and cited a still earlier case as being parallel; in the latter case the employees' contention was not sustained.

Stating that the time consumed in switching the circus train indicated an extreme condition that was not contemplated when the article cited was negotiated, the Board sustained the contention of the employees.

Case No. 803—*Dispute between Canadian National Railways (St. Lawrence Region) and Brotherhood of Railroad Trainmen,* ex parte, *over the company's refusal to recognize claims submitted by yardmen who claimed payment for not being assigned to work a trackmobile in switching operations in a shop yard.*

From January 23, 1957 until October 29, 1957, the Canadian National Railways operated a trackmobile, entirely within the freight car shop at Point St. Charles, Montreal, with two shop men as crew. Claims were submitted by yardmen, who contended that the trackmobile should have been manned by a full yard crew (one foreman and two helpers).

From October 9, 1957 to January 19, 1959, the trackmobile's operations were extended to protected truckage immediately surrounding the freight car shop and a new grit blast plant. From January 19, 1959 the machine was used for the adjacent passenger shop also. On that date, the dispute was submitted to the Canadian Railway Board of Adjustment No. 1.

It was agreed that the yardmen's claims be held in abeyance pending a decision by the Board.

On November 10, 1959, the Board ruled that yardmen be assigned to operate the trackmobile but that the number of yardmen to be assigned was a matter for negotiation between the parties (L.G. 1960, p. 172).

The negotiations failed to produce an agreement; but on August 8, 1960, the company assigned a yard foreman to accompany the trackmobile on each shift.

Further negotiations were unsuccessful, and the dispute was again submitted to the Board, who requested assignment of a referee. The referee ruled, on March 6, 1962, that "one yard foreman assisted by one yardman shall be the crew consist" of the trackmobile at Point St. Charles operating between locked switches (L.G., July 1962, p. 854).

When the company declined to recognize the yardmen's claims, the Brotherhood submitted the dispute, *ex parte,* to the Board.

The company said that the claims, which had been completed and submitted by the local chairman of the Brotherhood and not by the yardmen themselves, had not been submitted in accordance with an article of the agreement and were therefore invalid. The Brotherhood contended that the agreement to hold the claims in abeyance pending the Board's decision had the effect of waiving the 60-day limitation imposed in the article.

The Board recalled the decisions in Cases 718 (November 10, 1959) and 786 (March 6, 1962) and ruled that the yardman or yardmen who should have been called according to the referee's decision in the latter case and who were not called are entitled to pay for eight hours for each day not called.

Case No. 804—*Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over claims by crews in through freight service for eight hours additional pay at yard rates for picking up cars from two different tracks, one of which was a Chesapeake & Ohio track used for interchange purposes.*

On seven separate occasions, the crews assigned to through freight trains between Windsor and London, Ont., were required

to pick up cars for their trains from two different tracks at Chatham, one of which was a Chesapeake & Ohio track used for interchange purposes, after the Canadian National Railways yard engine had gone off duty. The crews claimed an additional eight hours pay at yard rates for such work; the company declined the claims.

The dispute came before the Board for a rehearing in the presence of a referee, whose decision was accepted as the decision of the Board.

In his decision, the referee stated that the facts of the case, which were not in dispute, were as follows:

From January 1, 1958, yard service at Chatham was reduced to two shifts, together covering the hours between 7 a.m. one day and 2 a.m. the next. Chatham is an interchange point with the C & O. Normally, both switching for company purposes and for interchange of cars with the C & O are done by the company's yard engine and crew. But if C & O cars arrived after 2 a.m., when the company's yard crew went off duty, for pick-up by the Windsor-to-London through freight, a C & O yard engine would place them on the interchange track and the crew of the through train would pick them up.

The work was done within the CNR switching limits at Chatham. The cars picked up were destined for the through freight. And the road crews were not run into the C & O yard, the referee pointed out.

The Brotherhood's claim on behalf of the train crews was based on an article in the agreement that reads: "Trainmen relieving yardmen, or performing yardmen's work as defined in [the agreement] will be paid yardmen's rates and overtime conditions."

The company rested its case mainly on the article in the agreement that defined "yardmen's work" as follows: "Switching, transfer and industrial work, wholly within the recognized switching limits, will, at points where yardmen are employed, be considered as service to which yardmen are entitled, but this is not intended to prevent trainmen from performing switching incidental to their own train or assignment." The company contended that the switching that was the subject of the dispute fell within the excepting terms of the article as "switching incidental to their own train or assignment."

". . . where a road crew lifts cars destined for forward travel as part of its train, picking them up from a marshalling track area, whether it be on one track or on more than one," the referee said, "the work can only be described as 'switching incidental to their own train or assignment'.

"This is not a case," the referee said further, "where the road crew is handling cars for some other train to pick up or is going into another yard to effect a transfer. There is no difference in substance in the pick-up of C & O cars spotted . . . by the C & O yard engine, and the pick-up of cars . . . spotted by the company yard engine when, in both cases, the cars are destined for forward journey as part of the train whose crew makes the pick-up."

For these reasons the referee disallowed the claims of the crews.

●

Non-Bargaining Session Can Help Improve Industrial Relations

Management and labour can improve industrial relations in Canada by meeting more often away from the bargaining table, according to a majority of 110 leading Canadian executives participating in a survey released last month by the National Industrial Conference Board's Canadian office.

Non-bargaining sessions can help resolve misunderstandings and increase co-operation between the two parties, many surveyed executives believe.

Although some executives advocate sessions involving top management and the leaders of international or national unions, most of the respondents support exploratory meetings at the local level. Sessions of this type already are held throughout Canada.

Informal meetings are favored two-to-one over formal meetings among those executives who advocate non-bargaining conferences.

Among topics considered suitable for non-bargaining sessions: the effects of automation, company plans for expansion or contraction, productivity, the economic outlook, union objectives, employee welfare, and not-yet-formal grievances.

More than 90 per cent of those polled by the Conference Board approve of advance talks with labour leaders on the effects of automation and technological change. Most of these executives emphasize, however, that final decisions must rest with management and that early consultation should not be confused with negotiation.

LABOUR LAW

Legal Decisions Affecting Labour

British Columbia Supreme Court grants injunction against strike. Ontario High Court dissolves injunction against peaceful secondary picketing; in another decision, enjoins peaceful picketing when conciliation proceedings not exhausted

In British Columbia, the Supreme Court ruled illegal a strike called by the unions jointly certified for a bargaining unit when some of them failed to notify the Minister their rejection of the report of a conciliation board within 18 days, as provided by the Labour Relations Act.

In Ontario, the High Court, dissolving an interim injunction against secondary picketing, upheld the common-law right of the union to communicate information peacefully in the circumstances where, on the part of the union there was neither conspiracy to injure, nor to bring about a breach of contract, nor an actionable nuisance.

In another decision, the High Court, granting an injunction against picketing, ruled that when a union started picketing, alleging bad faith on the part of an employer, in the process of collective bargaining and before going through conciliation proceedings as required by the Labour Relations Act, such picketing was not a legal (statutory) step preliminary to a union contract and the acts of the picketers causing damages were tortious and created a nuisance.

British Columbia Supreme Court...

...enjoins strike because some of unions jointly certified failed to comply with provisions of Act

On November 16, 1962, Mr. Justice Munroe of the British Columbia Supreme Court granted an interlocutory injunction restraining steps to carry out a strike when five of the six unions certified jointly to be a bargaining agent for the same bargaining unit failed to comply with the provisions of Section 40 of the British Columbia Labour Relations Act. Under this Section the parties to a dispute are bound within 18 days to communicate to the Minister of Labour their decision as to acceptance or rejection of the recommendations of a conciliation board.

The Court ruled that the failure of any of the unions to comply with these provisions rendered a strike called by any of them illegal.

On April 24, 1962, the British Columbia Labour Relations Board determined that 63 hourly rated employees of the Inspiration Mining and Developing Co. Ltd. were "a unit appropriate for collective bargaining" and, pursuant to Section 10(4) of the B.C. Labour Relations Act, certified six unions as "the trade union(s) for all the employees in the said unit."

Section 10(4) (as amended in 1961) reads as follows:

s. 10(4) Two or more trade-unions claiming to have as members in good standing in the said trade-unions a majority of employees in a unit that is appropriate for collective bargaining may join in an application under this section, and the provisions of this Act relating to an application by one trade-union, and all matters or things arising therefrom, apply in respect of said application and the said trade-unions as if it were an application by one trade-union.

After the certification, negotiations were carried on between the company's representatives and the representatives of the certified unions but the parties were unable to agree upon the terms for a collective agreement. After unsuccessful efforts by a conciliation officer, a board of conciliation was constituted and its report was filed on September 6, 1962.

In accordance with Section 39 of the Labour Relations Act, the Minister of Labour, on September 7, 1962, sent the copies of the report to the company and to each of the unions. The company advised the Minister of its decision to accept the reports. Each of the unions advised the Minister of their decision to reject the report of the conciliation board, but only one of them did so within the 18-day period prescribed by Section 40 of the Act.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

On October 24, the unions conducted a strike vote among the employees, and two days later gave the company the written notice required by Section 50(2)(b) of the Act of the intention of the employees to strike.

On the same day, an *ex parte* injunction was granted restraining the unions until November 2, 1962, from taking any steps to bring about a strike of the company's employees. This was followed by the company's application for an interlocutory injunction until trial or until further order upon the ground that such a strike would be illegal since the unions had not complied with Section 40 of the Labour Relations Act.

Section 40 reads as follows:

s. 40(1) The decision of the parties to a dispute as to the acceptance or rejection of the recommendation of the conciliation officer or of the report of the conciliation Board shall be given to the Minister not later than eighteen days after the day upon which the Minister caused copies of the recommendations or the report to be transmitted by registered mail to the parties to the dispute.

(2) A decision given to the Minister within the eighteen days may be superseded by a subsequent decision made and given to the Minister within that period.

Section 54(1) of the Act reads:

s. 54(1) Any strike is illegal where the trade-union, party to the dispute, has not complied with section 40 and sections 45 to 50, inclusive.

The question for determination before Mr. Justice Munroe was whether or not the failure of five of the six unions to comply with Section 40 of the Act had disentitled the unions or any of them to call a lawful strike. In other words, the issue before the Court was whether the compliance of one of the six unions with the provisions of Section 40 did excuse the non-compliance by the other five.

The unions claimed that the notice given by one of the unions in the time limit as provided by Section 40 should be treated as a reply on behalf of all six unions, and that the subsequent replies of the other five unions were purely confirmatory thereof; the default of the five unions could not invalidate the valid notice given by one of the unions and its notice was therefore good "for itself"; there was a substantial compliance with the Act by the unions and the late notices of the five unions were only "technical irregularities" and that Section 70 of the Act, which provides that "no proceeding under this Act shall be deemed invalid by reason of any defect in form or any technical irregularity" was applicable, particularly since the employer suffered no prejudice by reason of the said default; failure to communicate the decision of the five unions within the time prescribed ought to be construed as a rejection by them of the Board's report.

Mr. Justice Munroe rejected these submissions. In his opinion, the five defaulting unions were "parties to the dispute" and each of them was under a legal duty (by virtue of Section 40) to communicate its decision to the Minister within the 18-day period. Their failure in this respect meant (by virtue of Section 50) that any strike called by them was illegal.

Further, Mr. Justice Munroe stated that the unions, having joined in an application for certification and having been certified as the trade unions for all the employees referred to in the said certificate, must be treated, for the purposes of the Labour Relations Act, as one, and they must act uniformly. To hold otherwise would result in chaos and cannot have been in the contemplation of the legislature. In the circumstances of the case at bar, no one of the unions was certified as bargaining agent for any specific employee or group of employees. The six unions, as a composite unit, were certified as the bargaining agent for all the employees. The failure of any of the unions (each of whom was a "party to the dispute") to comply with Section 40 rendered the strike called by any of them illegal under Section 50 of the Act.

The application for an interlocutory injunction restraining the union from taking any steps pursuant to the strike notice was granted. *Inspiration Mining and Development Co. Ltd. v. International Union of Operating Engineers Local 115 et al.* (1963) 41 WWR, Part 5, p. 281.

Ontario High Court...

...dissolves interim injunction against secondary picketing; says union exercising common-law right

On October 23, 1962, Chief Justice McRuer of the Ontario High Court dissolved an interim injunction against secondary picketing on the ground that the union was exercising a common-law right to communicate information peacefully and that in the union's action there was no basis for finding a conspiracy to injure or to bring about a breach of contract or an actionable nuisance.

There was a labour dispute between Deacon Brothers Sportswear Limited of Belleville, Ont., and the Amalgamated Clothing Workers of America. On August 12, 1960, the union was certified by the Ontario Labour Relations Board as the collective bargaining agent for the employees of the Deacon Company. After the report of a conciliation board, the company refused to enter into a collective agreement with the union.

The policy of the union was to avoid strikes and instead to conduct what is called "an educational campaign" to acquaint its members, together with other members of the trade union movement and the public generally, with the desirability of purchasing goods made in shops which have union contracts and to whose goods the union label is attached. As part of this campaign, the representatives of the union called upon Hersee's Mens Wear of Woodstock, a retailer firm that was selling goods manufactured by the Deacon Company, and asked the owner to write or telephone to the Deacon Company, telling it that union representatives had called on him, and to protest that their goods were not "union made". The firm did not accede to this request.

After this, the union started picketing on the sidewalk outside the Hersee premises with two picketers and later with one, with a placard reading as follows: "Attention shoppers—Deacon Bros. Sportswear Ltd. sold at Hersee's—made by Non-union labour—Protect your own standards of living. Look for the Amalgamated Union label when you buy men's and boy's apparel. . ."

After the county court granted an interim injunction against picketing Hersee's made a motion to the Ontario High Court for a permanent injunction.

Chief Justice McRuer in his reasons for judgment noted that there was no suggestion that there was any trespass or that the conduct of the picketers was objectionable in any way or that they interfered with customers or even spoke to them. He rejected the contention that there was a conspiracy to bring about a breach of contract, as Hersee's had no contract with the Deacon Company. He added that an action for conspiracy to procure a breach of contract will only lie where there is a contract in existence and the conspiracy must be an agreement to procure a breach of a specific contract of which the conspirators are aware. In addition, in order that a common law civil action could be brought for unlawful conspiracy, damages to the plaintiff must flow from the conspiracy *(Crofter Hand Woven Harris Tweed Co. v. Veitch (1942))*. The Chief Justice concluded that the required elements to found an action for conspiracy were not present in the case under review.

An alternative argument that there was a conspiracy to injure the plaintiff in his trade by establishing a picket line which some customers would not cross was also rejected by the Chief Justice. With reference to the *Crofter* case, he stated that the evidence did not establish that there was "a predominant motive in the minds" of the picketers to injure the plaintiff as distinct from the "main object of benefiting themselves" by seeking to advance the interests of their trade union. On the contrary, the evidence was conclusive that there was no combination motivated by an intention to injure the plaintiff.

In Chief Justice McRuer's view, the union was exercising a common-law right to peacefully communicate information by causing a man to carry a placard with a simple statement of fact on it and an implied invitation to those in sympathy with organized labour to buy only goods bearing the union label.

Finally the plaintiff contended that the defendants were committing an actionable nuisance. The Chief Justice referred to the following statements made by Mr. Justice Kerwin in *Williams et al v. Aristocratic Restaurant (1947) Ltd.* (L.G. 1951, p. 1553):

> Picketing is a form of watching and besetting but that still leaves for decision, in each case, what amounts to a nuisance.
>
> It could not be said that one picketer would commit a nuisance by walking up and down in front of the respondent's premises, carrying the placard and in my opinion neither did the two pickets.

In Chief Justice McRuer's opinion, in no way could what was done by the picketers in the case at bar be said to amount to an actionable nuisance.

The court ruled that the plaintiff was not entitled to an injunction and the interim injunction was dissolved. *Hersee's of Woodstock Ltd. v. Goldstein et al.* (1963) 35 D.L.R. (2d), Part 9, p. 616.

Ontario High Court. . .

. . . enjoins peaceful picketing because union had not exhausted prescribed conciliation proceedings

On November 9, 1962, Mr. Justice Landreville of the Ontario High Court granted an interlocutory injunction against peaceful picketing on the ground that it occurred before the required resort to conciliation proceedings as prescribed by the Ontario Labour Relations Act.

The Hotel and Restaurant Employees' and Bartenders' International Union was certified as the bargaining agent for the employees of Nipissing Hotel and Windsor Hotel in Sturgeon Falls. On September 10, 1962 collective bargaining started between the parties to effect a union contract. Meetings were held on September 17, 20 and 27. Both parties stated that they had been willing to negotiate sincerely and in good faith.

At one stage of the negotiations the representative of the union made the following statement:

I will conform to the requirements of the law in the matter of these negotiations. I am quite prepared to sit down with a conciliation officer if either party to the dispute applies for such service. In the meantime since I am not convinced that the operators are negotiating in good faith, but rather purely employing delaying tactics when I have communicated the present offer to the employees should they indicate non-acceptance to the proposal of the employer, I will reserve the right to establish at or adjacent to any of the operations individuals carrying signs communicating to the public that any specific operation has no union agreement with the Hotel and Restaurant Employees' and Bartenders' International Union.

At a second meeting on September 17, the employers' representative requested the representatives of the union to prepare a draft collective agreement, because in their opinion the demands which they had submitted were incomplete and did not cover many essential areas of a possible agreement.

Immediately after the meeting the union started picketing in front of the hotels carrying signs on which was printed "This hotel has no union agreement with Hotel & Restaurant Employees' Bartenders International Union Affiliated with Canadian Labour Congress—A.F. of L. - C.I.O." The hotel owners applied for an interlocutory injunction against picketing.

Mr. Justice Landreville noted that picketing or displaying of the placards in the immediate vicinity of the hotels took an appearance of peaceful action on the part of the employees. They were doing so on their off-duty hours and none of the employees was on strike.

It appeared to Mr. Justice Landreville that the employers were willing to negotiate. But the termination of the negotiations took place after two or three meetings at the instance of the union because it alleged bad faith on the part of the employers. There was no evidence that the employers were dealing in bad faith, however. After the union representatives made their proposals, the employers made counter-proposals and demands. The simple fact they did so and were not readily accepting the demands constituted, in the union's opinion, delaying tactics and a show of bad faith.

In Mr. Justice Landreville's opinion it must not be left open to either party to break off negotiations on the simple affirmation that there is lack of good faith shown by the other party, without some evidence in support of that contention. One or the other cannot arbitrarily decide there is bad faith and achieve a stalemate in the negotiations.

Proposals and counter-proposals are only the originating steps to be taken under the statute and the parties should not, either by lockout or picketing, take a course outside of the steps clearly set out in the Labour Relations Act.

The union contended that it was not its desire to damage the owners but to advance the employees' and union's interests in every proper way possible. Mr. Justice Landreville was of the opinion that in the case at bar damage was being done to the employer's business and he doubted whether the union simply desired "to advance their interests in every proper way." For if nothing more was done by the union than picketing, such might have gone for months without being directly instrumental to the creation of the contract if the employers were satisfied to continue bearing damages. Such picketing was not a legal (statutory) step preliminary to a union contract, and, at that stage could not be considered the proper way to achieve agreement and create a union contract.

Mr. Justice Landreville found also that the picketing was not for proper motive. He doubted whether the information given to the public would bring about the creation of the contract, unless by this publicity the union officials hoped to exercise such pressure and coercion as to force the employers to grant those terms which they apparently did not wish to concede. In Mr. Justice Landreville's opinion the use of pressure or coercion, even in the mildest form, destroys the freedom and equality both parties must have at the bargaining table so that they cannot "bargain in good faith and make every reasonable effort to make a collective agreement" as stated in Section 12 of the Labour Relations Act.

In the case at bar the picketing was done at a time prior to the time at which either party could apply for conciliation under Section 13(1) of the Labour Relations Act, namely 35 days from the date of the giving of the notice to bargain. Either party has under the Act a definite course to follow if negotiations break down. A request for conciliation services is available to them.

In Mr. Justice Landreville's opinion any act by an employer or a union which at that stage in the negotiations is not in conformity with the "rules" set out in the Act to achieve agreement between the parties allows drawing an inference of bad faith as it is not pursued by legal and peaceful steps as contemplated by statute. It then becomes an attempt to circumvent the Act and the use of picketing is a process or

substitute to foster the contract by a procedure not contemplated nor within the purview of the Act.

In the case at bar there was no strike and the purpose of picketing was not to deter men from going to work in the hotels. The picketers themselves were employees off shift. There was no union contract because the employees have not exhausted the means available to them to reconcile their differences.

Mr. Justice Landreville noted that under the Act of 1875 "watching and besetting" means and is confined to the purpose of obtaining or communicating information. As Lord Justice Vaughan-Williams in the *J. Lyons & Sons v. Wilkins* case (1899) 1 Ch. 255, stated:

> If the persuading takes any other shape than that of a communication within the meaning of the proviso contained in s. 7, this would, in my opinion, make it unwarranted by this section, even though this persuasion might not otherwise be of such a character as to constitute a nuisance at common law. And, even if the persuasion does take the shape of such a communication, yet it may be made in such a manner as to constitute a common law nuisance, and thus be wrongful.

Mr. Justice Landreville's ruling was that substantial damage was done to the hotel business by picketing; that the acts of the picketers were tortious and created a nuisance and that the granting of an interlocutory injunction against picketing was the proper remedy in the circumstances. *Nipissing Hotel Ltd. and Farenda Co. Ltd. v. Hotel and Restaurant Employees and Bartenders International Union C.L.C., A.F. of L., C.I.O., et al.* (1963) 36 D.L.R. (2d) Part 2, p. 81.

Recent Regulations under Provincial Legislation

British Columbia sets minimum wage of $1 an hour for fish processing industry; shortens list of occupations exempted from provisions of Hours of Work Act

In British Columbia, a new order for the fish processing industry set a minimum wage of $1 an hour, with provision for lower rates during the first three months of employment. It also requires the payment of overtime after 40 hours in a week.

Other recent regulations dealt with exemptions from the British Columbia and Saskatchewan Hours of Work Acts, minimum rates for caretakers employed by municipal and school corporations in Quebec and newly designated trades for purposes of apprenticeship in British Columbia.

British Columbia Hours of Work Act

The regulation exempting certain industries and occupations from the British Columbia Hours of Work Act was amended by B.C. Reg. 48/63 with respect to the fishing industry.

As a result of the change, the hours of office employees in the fishing industry and those of guards and fire wardens, stockroom men or commissary men and oil-station attendants must now be limited to 8 in the day and 44 in the week if their employment is in organized territory. All other employees in the fishing industry continue to be exempted from the hours provision of the Act.

British Columbia Apprenticeship and Tradesmen's Qualification Act

In British Columbia, the trades of millwright, and piledriver and bridgeman were added to the list of trades designated under the Apprenticeship and Tradesmen's Qualification Act by B.C. Reg. 26/63, gazetted February 21.

British Columbia Male and Female Minimum Wage Acts

A new order issued by the British Columbia Board of Industrial Relations set a minimum wage of $1 an hour for employees in the fishing industry, with provision for lower rates during the first three months of employment. The new order, which was gazetted as B.C. Reg. 49/63 on March 21, went into force on April 8, replacing a wartime order that set a minimum of 40 cents an hour for women.

The new order for the fishing industry covers all operations in or incidental to the processing of any kind of fish or shellfish, including whales and any other form of marine life.

All employees in the fishing industry are covered except persons employed in a supervisory, managerial or confidential capacity who are exempt from the Hours of Work Act; office employees, guards, store clerks, stockroom men or commissary men and oil-station attendants in organized territory and employees on boats or vessels.

In line with the usual practice, some exemptions from the $1-an-hour rate are provided. An apprentice, part-time worker or handicapped employee working under a special permit from the Board must be paid the rate specified in the permit.

Lower rates are also set for employees with less than three months experience in the industry. The minimum is 85 cents an hour during the first month of employment, 90 cents the second and 95 cents the third. A month's employment is defined as a period of 22 working shifts.

The new order stipulates, however, that regardless of the period of employment, an employee's wages may not be less than $1 an hour for the purpose of calculating overtime and the daily guarantee.

With certain exceptions, employees in the fishing industry must be paid one and one-half the regular rate for all hours worked in excess of 8 in the day and 40 in the week. In the exceptional cases where the Board has approved an agreement to average hours over a fixed period, time and one-half must be paid for all hours worked in excess of a weekly average of 40 hours.

The overtime provisions do not apply to guards and fire wardens, campmen and caretakers employed where operations are suspended.

The daily guarantee provision is similar to that in most minimum wage orders. An employee must receive at least two hours pay if he reports for work in response to a call from the employer, and four hours if he commences work, subject to the usual qualifications. As noted above, for purposes of the daily guarantee, the regular rate may not be less than $1 an hour.

Students reporting for work on a school day must be paid a minimum of two hours pay at the regular rate.

The order contains the usual provisions respecting semimonthly pay, the posting of orders and the keeping of records and employee registers.

Ontario Workmen's Compensation Act

An amendment to the regulations under the Ontario Workmen's Compensation Act (O. Reg. 45/63) added the following to the list of industries in which the employers are individually liable to pay compensation and medical aid to the workmen in their employ: members of the staff of a juvenile and family court; division court clerks and bailiffs and their employees; clerical assistance employed by magistrates; registrars of deeds and local masters of titles and their deputies and employees; Crown attorneys and members of their staffs.

Quebec Minimum Wage Act

The newly revised minimum wage order for municipal and school corporations (L.G., March p. 237) has been amended with respect to minimum rates for caretakers.

A caretaker continuously supervising an establishment who is provided with free lodgings on the premises is entitled to a weekly minimum of $50, instead of the $70-a-week minimum provided in the original order. A caretaker who continuously supervises his employer's establishment and is not provided with free lodging on the premises must be paid at least $70 a week.

The amending order (O.C. 299 of February 26, 1963) took effect from January 19, the date of the original order.

Saskatchewan Hours of Work Act

An order (O.C. 435/63) granting a conditional exemption from the Saskatchewan Hours of Work Act to persons employed at the Civic Arena in North Battleford was gazetted March 8. As a result, these employees may work up to 9 hours in a day and up to 96 hours in any two-week period at straight time rates during the period October 15 to April 15. During the remainder of the year, these employees must be paid overtime after 8 hours in a day and 40 hours in a week.

Canadian Workers' College Opens in June

The first course at the Canadian Workers' College, a joint undertaking of McGill University, the University of Montreal, the Canadian Labour Congress and the Confederation of National Trade Unions (L.G., March 1962, p.320), will begin in Montreal on June 3.

The purpose of the college, first labour college in Canada, the establishment of which was the realization of a long-held dream of the Canadian labour movement, is to provide union negotiators and organizers with a broader knowledge, expected to help them in their work.

The five main fields of study will be: economics, history, sociology, political science and trade unionism.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of February was little changed from number at end of January or from number one year earlier, statistics* show. Insurance Fund declines to $39.4 million at end of February

Claimants for unemployment insurance benefit numbered 720,500 on February 28. This figure was little changed from the total of 703,100 on January 31, or from that of 718,700 on February 28, 1962.

Although 143,000 new claims—new claims are those made by persons who lost their jobs during the month—were filed during February, the number of claimants increased during the month by only 17,000. It is assumed that 110,000 or more persons who were on claim at the end of January, or who filed claims during February ceased to be claimants and returned to work during the month. That is, nearly 15 per cent returned to work.

On February 28, some 55 per cent of the claimants had been on continuous claim for more than four but not more than 13 weeks. This reflects the large increase in claims in December, together with the continuing reduction in employment opportunities. Men made up 82 per cent of this group of claimants, but only 70 per cent of those on continuous claim for more than 13 weeks.

Initial and Renewal Claims

Initial and renewal claims filed in February numbered 188,500. This was about 130,000 fewer than in January and 17,000 fewer than in February 1962.

Slightly more than 75 per cent of the claims received resulted from loss of jobs during the month, compared with nearly 85 per cent in January.

Of the 142,000 initial claims filed during February, 45,000, or about one third, were made by persons who had exhausted their entitlement to regular benefit and were falling back on seasonal benefit. In January, fewer than a quarter of the initial claims were of this type.

* *See* Tables E-1 to E-4, page 435.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in February was estimated at 591,900, compared with 536,900 in January and 590,400 in February 1962.

Payments during the month amounted to $58,700,000, compared with $58,600,000 in January and $58,000,000 in February 1962.

The average weekly payment was $24.81 in February, $24.79 in January and $24.56 in February 1962.

Insurance Registrations

Insurance books or contribution cards have been issued to 5,076,330 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1962.

On February 28, registered employers numbered 338,293, a decrease of 812 since January 31.

Enforcement Statistics

During February, 10,646 investigations were conducted by enforcement officers across Canada. Of these, 6,977 were spot

checks of postal and counter claims to verify the fulfilment of statutory conditions, and 253 were miscellaneous investigations. The remaining 3,416 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 355 cases, 68 against employers and 287 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,890.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in February totalled $26,-381,492.32, compared with $31,387,634.93 in January and $26,729,486.50 in February 1962.

Benefits paid in February totalled $58,-741,718.11, compared with $58,559,895.69 in January and $57,988,338.19 in February 1962.

The balance in the Fund on February 28 was $39,442,839.47; on January 31 it was $71,803,065.26 and on February 28, 1962 it was $104,618,453.34.

Monthly Report on Placement Operations of the National Employment Service

Although increasing seasonally, placement operations of the National Employment Service in March recorded declines from the records set in the first three months of 1962.

Vacancies notified by employers to local employment offices during March amounted to some 89,500, a decrease of 8.7 per cent from the same month a year ago. Vacancies for men, at 54,400, declined by 10.7 per cent; vacancies for women, which numbered 35,100, decreased 5.3 per cent from March 1962.

A total of some 260,700 vacancies have been notified during the first quarter of 1963, a lesser total than the 278,400 during the same period last year but higher than in any earlier year since 1956.

Some 68,000 placements were made during March, less than during the same month last year by 12.4 per cent but higher than any earlier March since 1953. Some 43,000 placements of men were made, 14.4 per cent fewer than last year; placements of women totalled 25,000, or 8.7 per cent below March last year.

Slightly more than 3,400, or 5.1 per cent of the placements effected during March, involved the movement of workers from one local office area to another. This was a smaller total than last year, but a larger proportion of total placements.

Regionally, March placements, with percentage changes from last year, were:

Atlantic	4,700	—21.9
Quebec	18,900	—14.8
Ontario	26,300	— 4.2
Prairie	11,400	—23.6
Pacific	6,700	— 4.6

Total placements during the first quarter of 1963 amounted to some 206,000, less than in the comparable 1962 period by 8.6 per cent, but higher than during 1961's first quarter by 13.8 per cent and higher than during any other corresponding period since 1945.

In short, placement operations of the National Employment Service are increasing seasonally, although at a somewhat slower pace than that last year; but they remain at higher levels than in pre-1962 years.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2112, January 30, 1963

Summary of the Main Facts: *(Translation)* The claimant filed initial or renewed applications for benefit on November 30, 1959; on May 16, June 8, August 22 and December 29, 1960; and on December 18, 1961, as well as a new claim on December 28, 1961. In each of those applications, he claimed benefit at the dependency rate in respect of his youngest daughter, who, in November 1959, was 5 years old.

In a statement signed by the claimant on June 12, 1962, he said he was the father of seven children ranging in age from 8 to 21 years, that five of them, including

*These do not necessarily relate to the investigations conducted during this period.

the youngest daughter, were living with their mother, and that four of them were still at school. By order of the Superior Court, he said, a total of $30 a week was being deducted from his pay to be paid to his children. When he was on unemployment insurance benefit he occasionally, but not in any regular way, gave presents of money of from $5 to $10 to his young children. With what he had to pay for medicines, doctor's bills and pension contributions, he said he could do no more.

On July 12, the insurance officer advised the claimant that he was not entitled to the rate of benefit applicable to a person with a dependant, since, in his opinion, he had not proved that he maintained, in a continuous way, entirely or mainly, during the periods involved, the person he had stated was dependent on him (section 47(3) of the Act and Regulation 168).

The claimant lodged an appeal with a board of referees on August 6, 1962.

On September 6, the board of referees heard the appeal. The claimant was present. The board, by a majority, rejected the appeal. The decision reads partly as follows:

> When he is unemployed, the claimant states that he occasionally gives $5 or $10 to his daughters; that he paid for clothing and school books from $25 to $30. But he can furnish no concrete proof whatsoever to support his contention and he admits that he does not contribute regularly to their upkeep.
>
> In these circumstances, the board of referees, by a majority, is of the opinion that the claimant is not entitled to the rate for a person with a dependant. . .

The dissenting member of the board expressed the following opinion:

> I am of the opinion that the claimant is entitled to the rate for a person having a dependant, because I consider that the claimant, who works at least 30 weeks per year, is forced through an order of the Superior Court to pay $30 per week while he is working.
>
> In addition, when he is unemployed he states that he spends, irregularly however, sums of $5 to $10 on his children. He also pays insurance premiums for two members of his family.
>
> It seems that he spends a minimum total of $1,000 per year, which, as far as I can see, is considered as "family maintenance".

On September 26, the union appealed to the Umpire. Here are the reasons for the appeal.

> I am claiming benefit at the rate for a person with a dependant on behalf of my daughter, 8 years old. I have to pay for the support of my family, and this as a result of a Court Order, the sum of $30 per week that is kept back from my pay when I am working. In addition, I keep up the payments on life insurance policies for my wife and my daughter, which costs me $45 per year. Consequently, I spend about $1000 for the upkeep of my daughter . . . and I consider that this amount is sufficient for her to be considered wholly and mainly maintained by me.
>
> One of your decisions under No. 1510 seems an identical case to mine, with the difference that the Court obliges me to pay double. . . .

The Chief of the Adjudication Division of the Unemployment Insurance Commission sent to the Office of the Umpire, at the same time as the appeal record on October 18, 1962, a statement of observations, which reads:

> 1. The evidence clearly indicates that the claimant, when he becomes unemployed, discontinues supporting anyone for whom he is responsible. He doesn't even contribute to the maintenance of one such person to a total amount equivalent to the difference between the two rates of benefit and states that he uses all of the benefits paid to him for his personal needs, with the exception of occasional small gifts made to his family. In addition, when he resumes work he makes no recompense whatsoever for such an interruption and reimburses no expenses incurred for such maintenance while he was unemployed.
>
> 2. The Unemployment Insurance Act allows for a higher rate of benefit to a claimant who has someone dependent on him, with the sole object of helping such a claimant to continue to maintain the person for whom he is responsible. It is obvious that the object of this higher rate is not to give a claimant more money for his personal needs, for it would then be necessary to pay a higher rate to all claimants, whether or not they had anyone dependent on them.
>
> 3. Even if a claimant is ordinarily forced, while he is unemployed, to reduce the amount devoted to maintenance of someone for whom he is responsible because his income is then reduced, he obviously cannot claim to be wholly or mainly supporting such a person during this period if in fact he then ceases to contribute to the person's maintenance to a point where he does not even devote the higher rate of benefit that the Act provides toward helping him continue such support (CUBs 818, 1510).
>
> 4. For all those reasons we request that the appeal to the Umpire made by the claimant's Union be rejected and the board of referees' decision maintained.

The Umpire heard the appeal in Quebec on November 22, 1962. The claimant was present and the Unemployment Insurance Commission was represented by one of its solicitors.

Considerations and Conclusions: In decision CUB 1510, the Umpire noted that in order to determine whether a person was maintained "wholly or mainly" as a dependent person, it was necessary to refer to the time when the claimant was still in employment rather than to the time of his claim and to inquire whether the contribution amounted to more than half the actual cost of maintenance of that person.

In the present case, the evidence contained in the record indicates clearly that the claimant's contribution to the upkeep of his daughter under 16 years of age was,

while he was working, $30 a week. This sum seems to be more than sufficient to establish that, at the time of his claim, the claimant fulfilled the conditions of section 47(3)(a)(iii) of the Act, which reads as follows:

> (3) For the purposes of this section,
> (a) a person with a dependant is . . . .
> (iii) a person who maintains wholly or mainly one or more children under the age of 16 years . . .

Furthermore, as the action signified by the word "maintains" in the cited section remains true with respect to the present even if the contribution to a dependant's maintenance, if sufficient, was made in the past, and as the total amount of the claimant's contribution to the maintenance of his child is at least $1,000 a year, I consider that the claimant, during the periods in question, was a person who was maintaining "wholly or mainly" the child in respect of whom he claimed benefit at the rate of a person with a dependant.

I allow the claimant's appeal.

Decision CUB 2125, February 28, 1963

Summary of the Main Facts: The claimant, a married woman, filed an initial application for benefit on May 28, 1962, and was registered for employment as a winder. According to the application, she had worked as a winder from May 29, 1950, to December 15, 1961, when she voluntarily left due to pregnancy. Her child was born on March 24, 1962.

The claimant said a woman "will look after the baby while I am at work". Her rate of pay at the time of her separation from employment was $78 a week.

In the Confirmation of Separation (Form UIC 479) the employer, on May 30, 1962 indicated, in effect, that the claimant was on leave of absence, that she did not apply for work after confinement and that there was employment for her after confinement, which she refused.

On May 29, the claimant stated that she would "take factory work at $60 to $70 a week." On May 29 also, the local office commented that "This applicant resigned from the only position that would pay her the wages she requests. Chances of obtaining similar employment are nil."

The insurance officer disqualified the claimant and suspended benefit from May 27, 1962, on the ground that she was not available for work inasmuch as she was unduly restricting the wages she was willing to accept (section 54(2)(a) of the Act). The insurance officer notified the claimant of this disqualification, by letter, dated June 5, 1962.

On June 6, the claimant stated that she was "prepared to take the starting rate of the employment I am referred to or find for myself." Her statement was referred to the insurance officer but he felt he could make no change in his original adjudication. He noted that the claimant had resigned from the company where she had been working while officially on leave of absence, and the reason for her resignation would have a bearing on her alleged availability. She could have returned to her employment if she was genuinely on the labour market, he said.

"Local office information indicates claimants have eight weeks subsequent to confinement to apply for re-instatement with [the company]. The claimant resigned in the seventh week subsequent to delivery," he pointed out.

The claimant appealed to a board of referees on June 15 on the grounds that she was "available for, and willing to work," on any job that she was offered by the Unemployment Insurance Commission or otherwise.

> The wages mentioned by me was only an approximate wage, and you can understand naturally that I would be seeking the highest-paid job of any I might be offered. I cannot understand why I cannot receive unemployment insurance benefits because I stated the wages I felt I should receive.
>
> I have contributed to the UIC as long as I was working, which is approximately 12 years, and I do not understand why I am being discriminated against in this way.

On June 19 the local office manager wrote to the claimant that "A review of your file reveals that we do not have in writing your reason for resigning from your employment . . . on May 11. This information is necessary to complete your file. . ."

The claimant's reply, received in the local office on June 21, said: "I gave my reason for leaving [the company] was to take up household duties because at the time I had no one to care for my children; since then I have gotten a sitter to come to my home and care for my children when I get work."

The local office manager wrote to the company on June 23, requesting information as to whether or not (a) the claimant had applied for re-employment since May 11 and (b) there was employment available to her now as a new employee should she apply. The company's reply, dated June 28, reads:

> . . . To the best of our knowledge [the claimant] has not applied for re-employment since 11 May 1962. Her action of not returning to work after her maternity leave did in fact remove her from return rights with this Company.
>
> If [the claimant] should re-apply at this time we would not be in a position to re-hire her. We have a policy which excludes the hiring of

married women, unless they are fully qualified operators with previous experience in our employ on jobs with lengthy training times . . .

On June 26, the manager of the local office wrote to the claimant requesting advice as to the minimum wage rate she was prepared to accept. The claimant replied on June 27, 1962, and said:

. . . you suggest my advising your office of a stipulated minimum wage that I am prepared to accept.

To the best of my knowledge and upon any advice I have been able to receive, this is a highly unusual suggestion and one that is unnecessary and, in fact, virtually impossible to carry out.

When making my claim for unemployment insurance benefits I declared myself available for and willing to work. My claim was made with a view to seeking employment through your offices, and to draw unemployment insurance benefits for the period of time I was without employment, whether such employment be obtained for me through your offices or otherwise.

It is impossible for me to state a specific minimum wage that I would accept in that the type of employment, the kind of working conditions and many other allied features would, of course, determine my evaluation of any employment offered, whether it be through your offices or otherwise.

I repeat that I am willing and available for work and would ask your office, with respect, to honour my claim for unemployment insurance benefits from the time that I have been unemployed, and to cease raising technicalities that are not called for under the Act and, in fact, appear to me to be designed to prevent me from drawing unemployment insurance benefits that I am so rightfully entitled to, and have paid for over many years of continuous employment.

In a memorandum to the board of referees, the insurance officer said that he had considered all the information contained in the claimant's file and in her appeal but could effect no change in his original adjudication. The insurance officer elsewhere in his Submission to Board of Referees referred the Board to the Umpire's decisions CUBs 564, 1217, 1235, 1552, 1620, 1782A, 1845 and 1887.

The claimant and her union representative attended the hearing of the case by a board of referees on July 18. The majority decision of the board reads:

. . . The claimant repeated to the board that she has been available at all times and willing to work at any job. In regard to wages she was naturally seeking the higher paid job that might be offered. In response to questioning regarding her registered occupation, she stated that she had not been asked by the local office to register in any other occupation but that she had been previously employed in other factory work and also had store clerk work experience, and that she was willing to take any suitable employment that would be offered. In regard to wages, she stated that she would accept the prevailing rate of the local office or in any work that she may be able to obtain. It is noted also . . . that the claimant advised on the 6th of June that she was prepared to take the starting rate of the employment she would be referred to, or work she would find herself . . .

In the evidence contained in the submission, it is noted that the claimant resigned . . . while officially on leave of absence. This resignation does have some bearing on her alleged ability. The employees of [the company] are allowed eight weeks of submitting the application to apply for reinstatement. The claimant resigned in the 7th week subsequent to delivery. It is the majority decision of the board that claimant indicated by this action she was removing herself from the labour market; and for these reasons the majority opinion of the board is that the claimant has failed to prove that she was available for work the 27th May 1962 and subsequently.

Decision of the insurance officer is upheld and the appeal disallowed.

The dissenting member of the board of referees stated: "It is a minority opinion of the board that the claimant's appeal should be upheld for the following reasons: As of June 6, 1962, the claimant advised the unemployment insurance officer that she was prepared to take the starting rate of employment referred to, or to a job she found for herself. The claimant also stated on 15 June 1962 that she was available for and willing to work on any job offered by the Unemployment Insurance Commission, or otherwise."

The United Electrical, Radio and Machine Workers of America, of which the claimant is a member, appealed to the Umpire on August 16. The appeal reads:

From the conclusions drawn from the majority of the board of referees, this case would appear to turn on the applicant's resignation from [the company] in the 7th week subsequent to the delivery of her child. From this act it is concluded the applicant removed herself from the labour market.

The applicant had worked for approximately 12 years for [the company], mostly as a motor winder. After the birth of her child, two considerations occupied her mind that resulted in her resignation. The primary reason was she was weak due to problems of birth, and as her job was a strenuous one, she felt she could not carry on with that type of work. Enclosed is her doctor's statement indicating light work was required. Secondly, the claimant had problems of arranging for proper care for her children, which was subsequently resolved.

It is now claimed by the insurance officer, and upheld by the majority of the board of referees, that the claimant was not available for work on May 29 and subsequently, some ten weeks after the birth of her child.

. . . the claimant's statement made on June 6 [was quoted]. However, the insurance officer draws heavily on the fact she could have returned to her previous job, and since she didn't, he concludes she was not genuinely on the labour market. Having arrived at this conclusion, erroneously, we submit, he attempts to buttress his position by referring in general to "similar cases", and quoting numerous (8) CUBs. On examination of the CUBs quoted, we submit most of them are not relevant at all. We are prepared to argue orally the merits of the CUBs referred to by the insurance officer.

We wish to draw to the Umpire's attention that on the day this claimant's case came before the board of referees there was also a second case . . . As these cases were very similar you will note under "History of the Claim" for [the] claimant, paragraph 2 states: The claimant's representative advised the board that his reasons for appeal were identical with the appeal of [second case]. In [the latter] the board terminated the indefinite disqualification as of the date of the hearing, July 18, 1962. We should draw also your attention to the minority report in [the second] case:

"It is my opinion that the question asked by the insurance officer pertaining to the rate of pay or wages she was willing to accept is a question that is definitely a loaded variety meant to confuse the claimant. Nowhere in my opinion has the same question been asked other applicants for unemployment insurance benefits in any other area in this province.

It is my opinion that this appeal should be allowed."

It has been very disturbing to claimants and representatives of this Union that in the Peterborough area representatives of the Unemployment Insurance Commission have made it a practice to ask prospective claimants what is the wage they would be prepared to accept. It is wrong and is contrary to the Act and/or Regulations. We shall be prepared to argue the ramifications of this question. . .

This appeal is based on the fact that the majority of the board of referees erred, as did the insurance officer, in drawing what they thought were obvious conclusions from the claimant's resignation . . . but which were contrary to the real situation as it affected the claimant. The minority decision is the proper conclusion to be drawn from the facts and should apply in this case . . . .

The medical certificate referred to in the appeal is dated August 13, 1962, and reads:

This is to certify that [claimant] was confined on March 24th, 1962. I feel that following her return to work she should have a lighter job for two or three months.

The oral hearing before the Umpire, requested by the Union, was held on February 7, 1963. The Claimant, who was present, was represented by two officers of her Union; the Commission was represented by one of its solicitors.

Considerations and Conclusions: There is no evidence in the record to support the statement made by the local office on May 29, 1962, namely: "The applicant resigned from the only position that would pay her the wages she requests. Chances of obtaining similar employment are nil."

In order to be acceptable as evidence, a definite statement of that kind should, in my opinion, be accompanied with a comprehensive list of the prospective employers in the area who would and of those who would not pay the wages in question, and a detailed report on the relevant prevailing rates of wages in the district.

Furthermore, in the absence of proof that the claimant had refused a specific offer of other suitable employment, I fail to see that the fact that she resigned from her previous employment for the reasons she gave justified the board of referees' conclusion that she thereby removed herself from the labour market.

In view of the foregoing, I consider that the claimant has proved in a satisfactory manner that she was available for work as from May 27, 1962, and I so decide.

I consequently allow the Union's appeal.

However, as the claimant resigned from her employment on May 11, 1962, I would suggest that the question as to whether she has shown "just cause" for voluntarily leaving that employment should be examined in the first instance by the insurance officer in order to determine if she is subject to a disqualification pursuant to section 60(1) of the Act as from that date.

36 Per Cent of U.S. Women of Working Age Have Paid Jobs

There are more than 24 million women workers in the United States, it is reported in the *1962 Handbook on Women Workers*, just released by the Women's Bureau of the U.S. Department of Labor. This means that 36 per cent of the 66½ million women of working age have a paid job.

Women were reported in all of the 479 individual occupations listed in the 1960 decennial census. More than half of the women employed in 1960 were concentrated in 25 occupations, however. At the top of the occupational list for women were 1,423,352 secretaries and 1,397,364 retail saleswomen.

Mature women are continuing to have an important role in the labour force. The median age of all women workers is now 41 years. Fully half of all women 45 to 54 years of age are engaged in gainful employment—the highest proportion for any age group of women. Their currently high rate of labour-force participation contrasts with the one-fourth of this group at work in 1940 and less than two-fifths in 1950.

The total number of working wives is approaching 13½ million, or one-third of all married women with husband present.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during March

Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 197 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 68 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 177 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The St. Lawrence Seaway Authority and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Agriculture	1	$ 72,340.00
Defence Production	142	1,004,775.00
Post Office	2	13,180.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Department	*No. of Contracts*	*Aggregate Amount*
Public Works	1	7,550.00
Royal Canadian Mounted Police	14	514,383.92
Transport	1	16,035.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during March

During March the sum of $12,048.26 was collected from eight contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 205 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during March

Department of Agriculture

Near Tichfield Sask: Bedford Construction Co Ltd, construction of tunnel outlet basins, South Saskatchewan River Dam.

Atomic Energy of Canada Limited

Chalk River Ont: John A McGregor (Renfrew) Ltd, insulation & plaster work, 2nd north extension, Metallurgy Bldg 465; Rusco (Ottawa) Ltd, supply & installation of spandrel panels, 2nd north extension, Metallurgy Bldg 465; Canadian Johns-Manville Co Ltd, completion of acoustic tile ceilings, 2nd north extension, Metallurgy Bldg 465. *Whiteshell Man:* Canadian Comstock Co Ltd, supply & installation of certain equipment—powerhouse, stage 2, central heating, compressed air & electrical plant, NRE.

Central Mortgage and Housing Corporation

Montreal Que: Planned Renovators, interior painting of apartments, Villeray Terrace; Planned Renovators, interior painting of apartments, Cloverdale Park; Planned Renovators, interior painting of apartments, St. Georges Gardens; Planned Renovators, interior painting of apartments, Benny Farm. *Galt Ont:* Vroom Construction Ltd, construction of 52 housing units & site improvements (FP 3/62). *Oshawa Ont:* Fontaine Nursery Farms Ltd, site improvement for 42 housing units (FP 1/58). *Toronto Ont:* Fontaine Nursery Farms Ltd, site improvement for 150 housing units (FP 6/58). *Vancouver B C:* Bert Murray Landscaping, site improvement & planting for 234 housing units (FP 4/58); Conniston Construction Co Ltd, site improvement & planting for 159 housing units (FP 3/59).

In addition this Corporation awarded 90 contracts containing the General Fair Wages Clause.

Defence Construction (1951) Limited

Dartmouth N S: Stevens & Fiske Construction Ltd, construction of 75 sets of wooden steps, RCN Air Station, Shearwater; Construction Equipment Co Ltd, structural steel modifications to coal bunkers, HMCS *Shearwater. Sydney N S:* Chappells Ltd, laying of asbestos tile, Bldg 6-3, Point Edward Naval Base. *Camp Borden Ont:* Bohn Tile Co, supply & installation of acoustic tile in Barrack Block O-125. *Chilliwack B C:* Timber Steel Structures Ltd, supply & erection of prefabricated bldg, Camp. *Colwood B C:* G H Wheaton Ltd, alterations to RCN Diving Establishment Bldg No 5. *Esquimalt B C:*

Yarrows Ltd, re-installation of crane runway rails, HMC Dockyard. *Lynn Creek (North Vancouver) B C:* R Henderson Roofing & Sheet Metal Ltd, re-roofing south section of Bldg No 3. *Various locations:* Two contracts in the restricted category.

Department of Defence Production

Debert N S: Automatic Sprinkler Co of Canada Ltd, installation of sprinkler system, Bldg No 309, Camp. *Halifax N S:* Banfield & Miles, interior painting of electrical shop, Bldg No D-19, HMC Dockyard; Martin & Moore Ltd, interior fire retardant painting of motor transport Bldg No D-71, HMC Dockyard; J L Nichols Contracting Ltd, re-erection of Butler bldg, Gladstone St Stores, Gladstone St. *Shearwater N S:* James F Lahey Ltd, interior painting of Bldg No 32, RCN Air Station. *Renous N B:* Byron MacDonald, interior painting of 12 storehouses, RCN Ammunition Depot. *St Hubert Que:* L Potvin Enrg, replacing of overhead services to control tower & underground services (electrical), RCAF Station. *Winnipeg Man:* Bowyer-Boag Ltd, replacement of hot water boiler at HMCS *Chippawa;* Ideal Decorating Co, interior painting of seven bldgs, Fort Osborne Barracks. *Esquimalt B C:* Farmer Construction Ltd, alterations to operating room area, Bldg No 54, HMCS *Naden;* Parfitt Construction Co Ltd, construction of concrete foundation & floor, Pacific Naval Laboratory Stores Bldg, HMC Dockyard.

In addition, this Department awarded 38 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded three contracts containing the General Fair Wages Clause.

National Harbours Board

Montreal Que: Long-Aboud Engineering Ltd, installation of dust control system, Elevator No 3 Annex.

Department of Northern Affairs and National Resources

Prince Albert National Park Sask: Valleau Construction Ltd, construction of power line to new camp ground & marina. *Fort Providence & Rae N W T:* Byrnes & Hall Construction Ltd, installation of water supply & sewage disposal facilities.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

Post Office Department

This Department awarded one contract containing the General Fair Wages Clause.

Department of Public Works

Coley's Point North Nfld: Murphy Excavation Co Ltd, wharf repairs. *Port Borden P E I:* McNamara Construction of Nova Scotia Ltd, construction of CNR ferry terminal extension. *Arisaig N S:* F W Digdon & Sons Ltd, construction of talus. *Pleasant Bay N S:* Albert MacDonald, harbour improvements. *Sydney N S:* M R Chappell Ltd, construction of health clinic for Department of National Health & Welfare. *Grand'Mere Que:* Melancon & Fils Inc, construction of federal bldg. *Quebec Que:* Sanitation & Industrial Maintenance Co, cleaning interior of Champlain Harbour Station; Jean Marie Cote, alterations to Champlain Harbour Station for Departments of Citizenship & Immigration, Defence Production & National Health & Welfare (Food & Drugs); Sanitation & Industrial Maintenance Co, cleaning interior, etc, new Unemployment Insurance Commission Bldg. *Quebec City & Levis Que:* Jean Marier, cleaning windows of federal bldgs. *Remigny Que:* Charest Construction Ltd, reconstruction of wharf. *Sept-Iles Que:* Lionel Lebel, modifications to shed doors, Mgr Blanche St Wharf. *Toronto Ont:* Taymac Building Services Ltd, cleaning windows of federal bldgs. *Utterson Ont:* W N Hunt, construction of post office bldg. *Winnipeg Man:* A S Piper & Sons Window Cleaning Co, cleaning windows of federal bldgs. *North Portal Sask:* McLean Construction (Estevan) Ltd, installation of water distribution system. *Vancouver B C:* Banner Building Maintenance, interior cleaning. The Harry Stevens Bldg, 125 East Tenth Ave. *Victoria B C:* Burns & Dutton Construction (1962) Ltd, construction of Forest Research Laboratory for Department of Forestry.

In addition, this Department awarded 28 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Sault Ste Marie Ont: S D Adams Welded Products Ltd, fabrication & installation of walkway gratings for frames of 10 lock gates, Sault Ste Marie Canal.

In addition, The St Lawrence Seaway Authority awarded one contract containing the General Fair Wages Clause.

Department of Transport

Green Island N S: L E & P E Armstrong, construction of dwelling & combined fog alarm bldg & light tower & demolition of two sheds. *Dorval Que:* Meco Electric (1960) Inc, installation of alarm switches in sump pits of terminal bldg & connection to annunciator in control room, Montreal International Airport; Thermatic Ltd, installation of steam flow meters for hangars Nos T-3 & T-4, Montreal International Airport. *Malton Ont:* J M Fuller Ltd, construction of Airport Surveillance Radar Bldg (ASR-3) & related work, Toronto Airport. *Lynn Lake Man:* Plains City Electric Co Ltd, installation of MI lighting, Airport. *Winnipeg Man:* Foley Construction Co Ltd, construction of Meteorological Services Bldg, etc, International Airport. *Regina Sask:* J H Ashdown Hardware Co Ltd, installation of air conditioning units in Aeradio & Meteorological offices, Airport. *Saskatoon Sask:* Nixon Plumbing & Heating Co Ltd, modifications to heating system, Air Terminal Bldg, Airport *Edmonton Alta:* McRae & Associates Construction Ltd, construction of back beam marker, Runway 01, bldgs & services, International Airport. *Kamloops B C:* Abilene Contracting Co Ltd, installation of water supply mains, meter chamber & associated work. *Princeton B C:* Atlas Construction Co Ltd, site preparation, access road construction & clearing for powerline right-of-way for VOR/TACAN installation.

In addition, this Department awarded 15 contracts containing the General Fair Wages Clause.

Industrial Fatalities, 1962

(Continued from page 372)

In the previous year 246 persons were killed as a result of "falls and slips," 229 of which deaths resulted from falls to different levels, including 83 from falls into rivers, lakes, sea or harbours, 35 by falls from scaffolds and stagings and 24 from buildings, roofs and towers.

By Province

The largest number of fatalities in any province in 1962 was 357 in Ontario, a decrease of 17 from the previous year. Of these, 85 occurred in manufacturing, 58 in mining, 45 in construction, and 43 in transportation, storage and communications.

In Quebec, 191 fatalities were recorded, a decrease of 18 from 1961. These included 45 in construction, 38 in manufacturing, 29 in transportation, storage and communications, and 20 in logging.

British Columbia followed with 190 fatalities, four fewer than in 1961. Of these, 60 occurred in logging, 30 in manufacturing, and 25 in transportation, storage and communications (see Table H-3).

By Industry

During the year, the largest number of fatalities occurred in the manufacturing industry, in which there were 195, an increase of 17 from 1961 (see Table H-4 for an analysis by industry and month).

In construction, there were 190 fatalities, a decrease of 48 from the 238 reported in the previous year. In the transportation, storage and communications industry, 152 fatalities were recorded, the same number as in 1961.

Fatalities in mining and quarrying numbered 146 during the year, an increase of 11 from 135 in 1961. In the logging industry, there were 115 fatalities, an increase of 16 from the 99 in 1961.

PRICES AND THE COST OF LIVING

Consumer Price Index, April 1963

The consumer price index (1949=100) rose 0.2 per cent, from 132.1 to 132.3, between the beginning of March and April. The April index was 1.5 per cent above the April 1962 index of 130.3.*

Increases in the clothing, and health and personal care components outweighed decreases in the transportation, recreation and reading, and tobacco and alcohol components. The food and housing components were unchanged.

The food index was unchanged at 128.9 as most meat prices, particularly pork, were below March levels. Other price declines were limited to a few items, including powdered skim milk, bananas, grapefruit, cabbage, tomatoes and celery. These price declines were offset by higher prices for oranges, orange juice, apples, shortening, cereal and bakery items other than bread, sugar, jam, soft drinks and chocolate bars.

The housing index was unchanged at 136.0. Both the shelter and household operation components remained at their previous levels. In shelter, both the rent and home-ownership indexes were unchanged. In household operation, lower prices for appliances, electricity and domestic gas balanced higher prices for furniture, floor coverings and household supplies. The electricity and gas rate changes occurred in Vancouver and Victoria.

The clothing index rose 0.1 per cent from 115.6 to 115.7. Higher prices for men's and children's wear outweighed lower prices for footwear and piece goods; prices for women's wear were unchanged.

The transportation index declined 0.3 per cent from 139.6 to 139.2, reflecting lower prices for new passenger cars. Gasoline prices were up 1.3 per cent, the first break in price declines since June 1962. An increase of 2 cents per gallon in gasoline taxes in the province of Quebec was a factor in this movement.

The health and personal care index rose 1.4 per cent from 159.9 to 162.1 owing to higher fees for doctors, dentists and optical care as well as higher premiums for prepaid medical care. The personal care component was up slightly.

The recreation and reading index declined 0.4 per cent from 148.6 to 148.0. The reading component was unchanged but the recreation component declined, reflecting lower prices for television sets and radios. Prices increased for phonograph records and bicycles.

The tobacco and alcohol index declined 0.1 per cent from 118.0 to 117.9 as liquor prices were adjusted downwards to reflect removal of tariff surcharges.

Group indexes in April 1962 were: food 125.8, housing 134.0, clothing 113.2, transportation 140.2, health and personal care, 158.1, recreation and reading 146.6, tobacco and alcohol 117.9.

* *See* Table F-1, page 440.

City Consumer Price Indexes, March 1963

Consumer price indexes (1949=100) between February and March rose in five of the ten regional cities, fell in four, and was unchanged in the other.* Increases ranged from 0.1 per cent in Vancouver to 0.3 per cent in St. John's and Halifax; decreases ranged from 0.1 per cent in Ottawa and Toronto to 0.3 per cent in Montreal.

Food indexes rose in five cities and fell in five; increases ranged from 0.2 per cent in Winnipeg to 0.7 per cent in St. John's and Halifax, and decreases from 0.3 per cent in Toronto to 1.6 per cent in Montreal. Housing indexes were up in seven cities, down in one, and unchanged in two. Clothing indexes were higher in nine cities and lower in the tenth. Indexes for transportation registered increases in five cities, a decrease in one, and no change in four. In five cities the health and personal care indexes were higher; in five, unchanged. One index for recreation and reading was higher, five lower, and four unchanged. The tobacco and alcohol indexes were unchanged in all cities.

Regional consumer price index point changes between February and March were as follows: Halifax +0.4 to 131.3; St. John's +0.3 to 119.3†; Saint John +0.2 to 132.9; Saskatoon-Regina +0.2 to 128.3; Vancouver +0.1 to 131.7; Montreal −0.4 to 132.0; Edmonton-Calgary −0.2 to 127.2; Ottawa −0.1 to 133.1; Toronto −0.1 to 133.7. Winnipeg remained unchanged at 129.8.

* *See* Table F-2, page 440.

† On base June 1951=100.

Wholesale Price Index, March 1963

The general wholesale index (1935-39=100) declined 0.1 per cent in March to 242.4 from 242.7 in February, but rose 2.3 per cent from last year's March index of 237.0. Of the eight major group indexes, two declined, five rose, and one was unchanged.

The animal products group index decreased 1.3 per cent to 252.9 from 256.2, and the non-metallic group index declined 0.2 per cent to 189.1 from 189.5.

The textile products group index rose 0.4 per cent to 247.7 from 246.8, the chemicals products group index rose 0.3 per cent to 189.8 from 189.3, and each of the following three major group indexes edged up 0.2 per cent: vegetable products to 222.8 from 222.4; wood products to 321.1 from 320.6; and non-ferrous metals products to 196.1 from 195.8.

The iron products group index was unchanged at 253.2.

The index of Canadian farm product prices (1935-39=100) moved down 1.9 per cent, from 225.0 to 220.7, in the three-week period ended March 22. The animal products index declined 2.8 per cent to 266.8 and the field products index eased 0.5 per cent to 174.6.

The residential building material price index (1935-39=100) moved down in March to 297.5 from 297.7; on the 1949 base, to 130.5 from 130.6. The non-residential building materials price index (1949=100) moved down to 133.5 from 133.7.

U.S. Consumer Price Index, March 1963

The United States consumer price index (1957-59=100) rose by 0.1 per cent between mid-February and mid-March. The March index was 106.2, a new record, but the old record of 106.1 had stood since last September. The February index was 106.1 and the March 1962 index, 105.0. The average index for 1962 was 105.4.

British Index of Retail Prices, February 1963

The British index of retail prices (Jan. 16, 1962=100) climbed 0.9 per cent, from 102.7 to 103.6, between mid-January and mid-February. One year earlier it was 100.1.

During 1962 the average level of retail prices rose by rather more than 2.5 per cent, compared with rises of about 4.5 per cent in 1961 and just over 2.0 per cent in 1960. The average index for the 12 months ended January 1963 was 4.0 per cent higher than the average for the previous 12-month period.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 175.

Accident Prevention

1. U.S. BUREAU OF LABOR STANDARDS. *Chlorine Handling in Stevedoring Operations.* Washington, GPO, 1962. Pp. 9.

Contains information on action to take if a leak shows up in a shipment of chlorine.

2. U.S. BUREAU OF LABOR STANDARDS. *Rigging Cargo Gear.* Washington, GPO, 1962. Pp. 23.

Explains why cargo gear fails, thus causing accidents.

Annual Reports

3. CANADA. NATIONAL PRODUCTIVITY COUNCIL. *First Annual Report, 1961-1962.* Ottawa, 1962. Pp. 28.

4. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Annual Abstract of Statistics. No. 99, 1962.* London, HMSO, 1962. Pp. 324.

5. MANITOBA. DEPARTMENT OF LABOUR. *Annual Wage and Salary Survey, 1962.* Winnipeg [1962?] Pp. 122.

6. NEWSPRINT ASSOCIATION OF CANADA. *Newsprint Data: 1962; Statistics of World Demand and Supply.* Montreal, 1962. Pp. 32.

7. PUBLIC SERVICES INTERNATIONAL. *Report of Activities for the Years 1958, 1959, 1960.* London, 1961. Pp. 82, 6, 6.

8. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Summary of Operations, Fiscal Year 1962.* Washington, GPO, 1962. Pp. 15, 27.

Fiscal year covers July 1, 1961 to June 30, 1962.

9. U.S. National Mediation Board. *Twenty-eighth Annual Report, including the Report of the National Railroad Adjustment Board, for the Fiscal Year ended June 30, 1962.* Washington, GPO, 1962. Pp. 96.

10. U.S. National Science Foundation. *Twelfth Annual Report for the Fiscal year ended June 30, 1962.* Washington, GPO, 1963. Pp. 368.

Arbitration, Industrial

11. Anton, Frank Robert. *The Role of Government in the Settlement of Industrial Disputes in Canada. [With Special Reference to Conciliation in Ontario and Supervised Strike Voting in Alberta and British Columbia]* Don Mills, Ont., CCH Canadian limited, 1962. Pp. 262. (Presented in partial fulfilment of the requirements for the degree of Doctor of Philosophy of the University of London.)

Examines (1) federal and provincial industrial dispute legislation; (2) the controversy surrounding conciliation; and, (3) government-supervised strike voting.

12. National Academy of Arbitrators. *Arbitration and Public Policy; Proceedings of the Fourteenth Annual Meeting, Santa Monica, Cal., January 25-27, 1961.* Edited by Spencer D. Pollard. Washington, BNA inc., 1961. Pp. 208.

Contents: Recent Supreme Court Decisions and the Arbitration Process. Past Practice and the Administration of Collective Bargaining Agreements. Due Process and Fair Procedure in Labor Arbitration. The Role of Lawyers in Arbitration. The Use of Neutrals in Collective Bargaining. Arbitration in Government. The New Opportunities for Industrial Relations. Consensus in Labor Relations.

13. National Academy of Arbitrators. *Collective Bargaining and the Arbitrator's Role; Proceedings of the Fifteenth Annual Meeting, Pittsburgh, Penn., January 24-26, 1962.* Edited by Mark L. Kahn. Washington, BNA inc., 1962. Pp. 293.

Partial Contents: Collective Bargaining and the Arbitrator. Neutral Consultants in Collective Bargaining. Gamesmanship in Labor Arbitration. Employee Job Rights versus Employer Job Control: the Arbitrator's Choice. The Development of Qualified New Arbitrators: Workshop. Collective Bargaining and the Public Interest.

Civil Service

14. Alberta. Public Service Commissioner. *Annual Report for the Year ended December 31st, 1961.* Edmonton, Queen's Printer, 1962. Pp. 17.

15. Civil Service Association of Canada. *Proceedings, Third Biennial Convention, Vancouver, 1962.* Ottawa, 1962. Pp. 131.

16. New Brunswick. Civil Service Commission. *Eighteenth Annual Report for the Fiscal Year ending March 31, 1962.* [Fredericton? 1962?] Pp. 40.

Collective Bargaining

17. Carpenter, Walter Hull. *Small Business and Pattern Bargaining,* by Walter H. Carpenter, Jr. and Edward Handler. Prepared by the Board of Research, Babson Institute of Business Administration, under the Small Business Administration Management Research Grant Program. Babson Park, Mass., Babson Institute Press, 1961. Pp. 243.

Studies "the extent to which the terms or patterns set by large unions and large companies permeate to small firms in the rubber tire and meat packing industries". These contract issues are examined: wage increments, wage levels, direct money fringes, deferred payment fringes, incentive systems, work-load practices, and seniority provisions.

18. Quinet, Felix. *Etude de conventions collectives en vigueur dans l'industrie manufacturière du Canada (1962). Exposé presenté . . . à l'occasion du 30ème Congrès annuel de l'Association canadienne-française pour l'avancement des sciences, Université de Montréal, le 3 novembre 1962.* [Ottawa? 1962?] Pp. 9, 4.

Library also has English version: *Study of Collective Agreements Effective in Canadian Manufacturing Industries in 1962; Remarks made . . . at the 30th Annual Convention of the French Canadian Association for the Advancement of Science, University of Montreal, November 3, 1962.* Pp. 9, 4.

Economic Conditions

19. Regional Economic Stabilization Conference, Atlanta, Ga., 1961. [*Proceedings*] Thomasville, Ga., Executive Office of the President, Office of Emergency Planning, Region 3 [1962] Pp. 48. (Conference held December 5-6, 1961).

20. United Nations. Economic Commission for Latin America. *Multilateral Economic Co-operation in Latin America. Vol. 1. Text and Documents.* New York, United Nations, Dept. of Economic and Social Affairs, 1962. Pp. 165.

Contains information on Central American economic integration and on the Latin American Free Trade Association and also contains some documents and studies on payments and credit, on customs policy, and on trade policy in Latin American countries.

Education, Vocational

21. Canada. Department of Labour. *An Analysis of the Painting and Decorating Trade.* Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1959. Pp. 36.

Contains a list of operations and an analysis of the knowledge required for each operation, in the painting and decorating trade.

22. Canada. Department of Labour. *An Analysis of the Toolmaking Trade.* Prepared by a National Committee appointed

by the Department of Labour. Ottawa, Queen's Printer, 1960. Pp. 125.

Contains a list of operations performed in the toolmaking trade and a list of factors to know about each operation.

Employment Management

23. National Industrial Conference Board. *Prevalence of Bonus Plans in Manufacturing,* by George Torrence. New York, 1962. Pp. 56.

A survey of the prevalence and characteristics of extra-compensation (bonus) plans for management, professional-technical, and sales personnel in manufacturing. Based on information obtained from 405 companies.

24. Trice, Harrison M. *Effective Hiring in Small Business Organizations,* by Harrison M. Trice and William J. Wasmuth. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1962. Pp. 50.

Suggests ways of hiring and retaining satisfactory employees.

25. U.S. Bureau of Labor Statistics. *Paid Leave Provisions in Major Contracts, 1961: Vacations, Holidays, Jury Duty, Funeral Leave.* Washington, GPO, 1962. Pp. 35.

Based on a study of approximately 1,700 agreements covering about 7.4 million workers.

Industrial Relations

26. Catholic Social Life Conference. English Section. *Industrial Relations Seventy Years after Rerum Novarum; Addresses from the Four Regional Conferences held at Antigonish, Windsor, Saskatoon and Victoria, during August and September, 1962.* Ottawa, Canadian Catholic Conference, Social Action Department (English Section) [1962?] Pp. 191.

Partial Contents: Unions and Industrial Relations. Government and Industrial Relations. How Much Government? How Much Initiative? Agriculture and Industrial Relations. Education and Industrial Relations. Women at Work.

27. Schmidt, Folke Fredrik. *The Law of Labour Relations in Sweden.* Cambridge, Harvard University Press, 1962. Pp. 343.

Contents: Introduction to the Law of Labour Relations, History and System. Organization and Jurisdiction of the Labour Court. The Definition of an Employee. The Organizations of the Labour Market. The Collective Agreement. The Right of Association. Negotiation and Mediation. Industrial Warfare [Strikes, boycotts, etc.]. The Liability for Unlawful Actions.

28. U.S. Missile Sites Labor Commission. *A Report to the President of the United States.* Washington, GPO, 1962. 1 volume (unpaged).

The Missile Sites Labor Commissions was set up in 1961 "to assure uninterrupted and economical work at all [U.S.] missile and space sites." The Commission was successful in cutting down the man-days lost due to labour disputes, and in reducing and controlling costs at missile and space sites.

Industry

29. Canada. Defence Research Board. *Report to the National Productivity Council on the Canadian Electronic Industry and the Future Prospects for Research and Development,* by D. Alton Grant. Ottawa, 1962. Pp. 43.

30. U.S. Bureau of Labor Statistics. *Impact of Technological Change and Automation in the Pulp and Paper Industry.* Washington, GPO, 1962. Pp. 92.

"This survey covers the nature, status, and outlook of some important technological innovations and some implications for trends in productivity, production, employment, occupational requirements, and industrial relations practices in the pulp and paper industry."

Labour Organization

31. American Bakery and Confectionery Workers' International Union. *Proceedings of the First Constitutional Convention, Atlantic City, N.J., September 8-12 inclusive, 1958.* Washington [1958?] Pp. 401.

This union was formed and chartered on December 12, 1957. It was set up by the AFL-CIO after the Bakery and Confectionery Workers' International Union of America was expelled from the AFL-CIO in 1957. The ABCWIU held its second convention in 1962.

32. International Confederation of Free Trade Unions. Asian Regional Organization. *ICFTU-ARO.* [3rd ed. New Delhi, A. Solomon, 1962] Pp. 38.

33. International Ladies' Garment Workers' Union. Local 262, Montreal. *Les (The) midinettes, 1937-1962.* Montreal, Montreal Joint Board, LGWU, 1962. Pp. 123. (Text in French and English).

The story of the Montreal Dressmakers' Union, ILGWU, from the clothing strikes in Montreal in 1937 until today.

34. McCarthy, William. *The Future of the Unions.* London, Fabian Society, 1962. Pp. 36.

The author discusses, and makes suggestions about, four problems which he considers are facing the British trade union movement: 1. the rate of membership growth; 2. the low level of membership communication and control; 3. bargaining priorities (that is, bargaining for something other than higher pay, such as for a reduction in maximum hours and a raise in minimum wages); and 4. trade union relations with government and public.

35. Marchand, Jean. *Rapport moral du président général de la Confédération des Syndicats Nationaux, congrès 1962, Montréal, 14 octobre 1962.* Quebec, 1962. Pp. 56.

French and English, the latter inverted and with special title page.

Title in English: Moral report of the National President of the CNTU, 1962 convention.

Contains comments on economic goals of labour and on political activities of the union.

Labouring Classes

36. Feshbach, Murray. *The Soviet Statistical System: Labor Force Recordkeeping and Reporting.* Washington, GPO, 1960. Pp. 151.

"Deals with the structure and operations of Soviet statistical agencies concerned with collecting labor force data."

37. Illinois. University. Institute of Labor and Industrial Relations. *A Discography (LP) of American Labor Union Songs* [by] Archie Green. Urbana, 1962. Pp. 8.

38. International Chemical Workers Union. Research and Education Department. *Handbook for Stewards.* [Toronto] 1962. Pp. 59.

Describes the duties and responsibilities of a shop steward.

39. Open Door International for the Economic Emancipation of the Woman Worker. *Report of the 11th Conference held in Helsinki, June 7th-11th, 1960.* Brussels, 1960. Pp. 114.

40. Prochazka, Zora. *The Labor Force of Bulgaria.* Washington, GPO, 1962. Pp. 38.

41. U.S. Bureau of Labor Statistics. *Labor Requirements for Hospital Construction.* Washington, GPO, 1962. Pp. 46.

"This study was designed to develop estimates of man-hour requirements associated with the construction of . . . general hospitals."

Organization for Economic Cooperation and Development

42. International Trade Union Seminar on International Trade and Improvement of Labour Conditions, Paris, 1961. *Final Report,* by the Division for Social Affairs of OECD. Paris, Organization for Economic Cooperation and Development, 1962. Pp. 316. (Seminar held November 14-17, 1961).

About 50 trade unionists from OECD countries attended the seminar. As well as a report of the discussions at the seminar, there are three studies dealing with trends in international trade and the factors which influence it. There are also five case studies illustrating the position in countries where there is competition between high- and low-wage countries in the following industries: clothing, textiles, optical instruments, small electrical equipment, and aluminium.

43. International Trade Union Seminar on Methods of Determining Allowed Times in Piece Work, Bad Kreuznach, Germany, 1961. *Final Report,* by Reimar Birkwald and Hans Pornschlegel. Paris, Organization for Economic Cooperation and Development, 1962. Pp. 116.

Seminar organized by the Federation of German Trade Unions (DGB) with the technical assistance of OECD, and held November 7th to 10th, 1961.

Thirty-nine union representatives from nine European countries attended the seminar. "Allowed times" is defined as "the times determined from the execution of jobs on the basis of time-study and a given concept of 'normal' performance."

44. International Trade Union Seminar on Productivity Measurement, Rattvik, Sweden, 1961. *Final Report,* by the Division for Social Affairs of the OECD. Paris, Organization for Economic Cooperation and Development, 1962. Pp. 209. (Seminar held May 23-26, 1961).

The subject of this seminar was the potentialities of productivity measurement and its value to unions. Eight case studies are included.

45. International Trade Union Study Session on Bonus Schemes, Innsbruck, Austria, 1961. *Final Report,* by the Austrian Federation of Trade Unions, with the technical assistance of the Division for Social Affairs of the OECD. Paris, Organization for Economic Cooperation and Development, 1962. Pp. 45, 7. (Study session held October 10th to 13th, 1961).

Participants at this Study Session represented 7 European countries. The purpose of the seminar was to define methods of establishing bonus systems; to discuss reasons for their introduction; and to attempt to formulate a common policy in the various European countries on the problems of bonus systems.

Unemployment

46. Canada. Bureau of Statistics. *Twentieth Annual Report on Benefit Periods established and terminated under the Unemployment Insurance Act, Calendar Year, 1961.* Compiled from material supplied by the Unemployment Insurance Commission. Ottawa, Queen's Printer, 1962. Pp. 112.

47. Goodman, Geoffrey. *Redundancy in the Affluent Society.* London, Fabian Society, 1962. Pp. 37.

Discusses unemployment, which may be seasonal or permanent, and suggests some ways of dealing with the unemployed worker.

48. International Labour Office. *Unemployment and Structural Change.* Geneva, 1962. Pp. 206.

Partial Contents: The Pattern of Structural Changes. Labour Adjustments associated with Technical Change. The Process of Contraction. The Incidence of Structural Labour Adjustments. Redundancy Procedures. Measures to combat Regional Unemployment. Measures directly affecting Displaced Workers.

49. U.S. Bureau of Employment Security. *Family Characteristics of the Long-term Unemployed; a Report on a Study of Claimants under the Temporary Extended Unemployment Compensation Program, 1961-1962.* Part 3. Washington, GPO, 1962. Pp. 172.

Information is presented in tables describing the 25 basic aspects of Temporary Extended Unemployment Compensation claimant characteristics.

LABOUR STATISTICS

	Page
Tables A-1 to A-4—Labour Force	421
Table B-1—Labour Income	423
Tables C-1 to C-6—Employment, Hours and Earnings	424
Tables D-1 to D-5—Employment Service Statistics	430
Tables E-1 to E-4—Unemployment Insurance	435
Tables F-1 and F-2—Prices	438
Tables G-1 to G-4—Strikes and Lockouts	439
Tables H-1 to H-5—Industrial Fatalities	441

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 20, 1963

(estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,559	581	1,841	2,405	1,131	601
Men	4,793	444	1,358	1,720	829	442
Women	1,766	137	483	685	302	159
14–19 years	571	59	180	183	104	45
20–24 years	828	87	277	264	136	64
25–44 years	2,963	244	841	1,107	496	275
45–64 years	1,991	173	497	769	354	198
65 years and over	206	18	46	82	41	19
Employed	6,097	499	1,659	2,297	1,081	561
Men	4,390	368	1,194	1,632	786	410
Women	1,707	131	465	665	295	151
Agriculture	610	31	116	164	282	17
Non-agriculture	5,487	468	1,543	2,133	799	544
Paid Workers	4,933	412	1,397	1,969	723	482
Men	3,445	293	970	1,358	477	347
Women	1,538	119	427	611	246	135
Unemployed	462	82	182	108	50	40
Men	403	76	164	88	43	32
Women	59	*	18	20	*	*
Persons not in the Labour Force	5,848	674	1,726	1,919	983	546
Men	1,370	181	401	411	240	137
Women	4,478	493	1,325	1,508	743	409

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED APRIL 20, 1963, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over [1]	12,407	1,888	3,570	1,002	3,690	923	1,334
Labour force	6,559	571	3,446	851	849	636	206
Employed	6,097	493	3,227	736	827	618	196
Unemployed	462	78	219	115	22	18	10
Not in labour force	5,848	1,317	124	151	2,841	287	1,128
Participation rate [2]							
1963, April 20	52.9	30.2	96.5	84.9	23.0	68.9	15.4
March 23	52.6	29.7	96.1	84.9	22.9	68.8	15.1
Unemployment rate [3]							
1963, April 20	7.0	13.7	6.4	13.5	2.6	2.8	4.9
March 23	8.4	14.8	8.0	16.3	2.8	3.0	6.0

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.
[2] The labour force as a percentage of the population 14 years of age and over.
[3] The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED APRIL 20, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	April 1963	March 1963	April 1962
Total unemployed	462	549	485
On temporary layoff up to 30 days	22	38	28
Without work and seeking work	440	511	457
Seeking full-time work	421	494	440
Seeking part-time work	19	17	17
Seeking under 1 month	68	92	71
Seeking 1–3 months	140	190	145
Seeking 4–6 months	156	161	154
Seeking more than 6 months	76	68	87

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agriculture	Fishing, Trapping Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1957 Total	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1960 Total	8,261	5,860	1,223	2,152	8,763	5,321	667	13,551	7,482	293	53,573
1961 Total	7,592	4,232	574	1,241	6,557	2,341	155	8,076	3,982	59	34,809
1962 Total	9,311	4,898	489	1,214	5,853	1,923	178	9,685	3,145	52	36,748

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total*...	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total*...	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total*...	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total*...	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
February*...	45.9	461.0	152.0	68.2	254.2	90.8	688.4	1,468.7	209.8	1,595.0
March*.....	46.4	466.2	150.3	.....	.....	.....	.....	.....	.....	1,613.8
April*.....	45.8	474.2	153.5	.....	.....	.....	.....	.....	.....	1,639.0
May*.....	47.7	487.0	160.2	65.7	332.2	94.6	718.0	1,534.6	216.0	1,703.0
June*.....	49.0	497.6	161.5	.....	.....	.....	.....	.....	.....	1,753.3
July*.....	49.4	490.4	165.6	.....	.....	.....	.....	.....	.....	1,738.0
August*.....	49.1	496.1	166.8	85.8	403.5	99.6	726.5	1,518.9	220.1	1,753.5
September*..	48.5	503.9	164.3	.....	.....	.....	.....	.....	.....	1,780.5
October*....	47.9	498.8	165.2	.....	.....	.....	.....	.....	.....	1,764.8
November*..	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December*..	46.6	481.5	157.1	.....	.....	.....	.....	.....	.....	1,692.5
1963—										
January*.....	47.5	484.4	157.7	.....	.....	.....	.....	.....	.....	1,699.4
February†...	47.7	488.0	157.5	.....	.....	.....	.....	.....	.....	1,698.6
Seasonally Adjusted										
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total*...	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total*...	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total*...	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total*...	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
February*...	46.7	472.2	158.8	77.4	325.1	93.3	706.9	1,480.8	212.8	1,659.9
March*.....	47.0	475.0	158.8	.....	.....	.....	.....	.....	.....	1,675.2
April*.....	47.7	479.7	158.6	.....	.....	.....	.....	.....	.....	1,680.3
May*.....	47.7	483.1	159.4	75.2	333.4	94.8	718.3	1,507.4	215.7	1,691.7
June*.....	48.0	484.3	156.7	.....	.....	.....	.....	.....	.....	1,694.6
July*.....	48.4	486.4	158.1	.....	.....	.....	.....	.....	.....	1,703.6
August*.....	48.1	487.3	159.7	79.3	332.5	97.0	724.9	1,532.4	218.2	1,709.2
September*..	47.8	489.8	159.0	.....	.....	.....	.....	.....	.....	1,712.8
October*....	47.6	491.5	161.9	.....	.....	.....	.....	.....	.....	1,722.8
November*..	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December*..	46.8	494.3	160.4	.....	.....	.....	.....	.....	.....	1,730.1
1963—										
January*.....	48.1	499.5	164.4	.....	.....	.....	.....	.....	.....	1,771.4
February†...	48.5	499.9	164.4	.....	.....	.....	.....	.....	.....	1,767.7

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

66607-3—5½

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at February 1963 employees in the principal non-agricultural industries reported a total employment of 2,799,702. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April	116.7	186.7	80.21	110.4	189.0	83.11
May	121.3	188.1	80.79	113.7	190.4	83.72
June	125.0	188.7	81.05	116.4	190.4	83.72
July	125.8	188.3	80.90	115.5	189.1	83.13
August	127.0	188.1	80.80	117.6	187.9	82.62
September	126.5	189.5	81.40	117.6	190.8	83.91
October	125.4	189.9	81.57	115.9	191.8	84.34
November	124.3	189.8	81.53	114.7	192.3	84.55
December	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January*	117.8	190.6	81.90	111.6	193.5	85.09
February†	117.3	192.7	82.77	112.1	194.1	85.34

(1)Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Feb. 1963	Jan. 1963	Feb. 1962	Feb. 1963	Jan. 1963	Feb. 1962
				$	$	$
Provinces						
Newfoundland	114.1	119.0	116.8	74.28	73.46	72.86
Prince Edward Island	103.6	106.2	106.2	63.51	62.03	60.74
Nova Scotia	89.2	90.1	88.6	68.84	68.56	65.16
New Brunswick	98.8	100.0	99.8	70.05	67.80	67.78
Quebec	116.5	117.4	115.2	80.04	79.19	77.68
Ontario	121.0	121.1	117.1	85.60	85.19	82.96
Manitoba	105.3	106.1	104.8	76.69	75.44	75.03
Saskatchewan	113.9	113.8	112.1	78.76	77.50	75.78
Alberta (including Northwest Territories)	151.9	152.3	147.6	84.61	83.11	82.30
British Columbia (including Yukon)	112.0	111.7	108.1	90.40	88.49	87.62
Canada	**117.3**	**117.8**	**114.7**	**82.77**	**81.91**	**80.21**
Urban areas						
St. John's	135.2	138.6	126.3	62.72	61.24	60.10
Sydney	78.3	78.6	71.6	82.03	82.78	76.03
Halifax	124.8	125.5	124.7	69.76	69.78	66.87
Moncton	97.1	98.9	100.9	62.95	63.45	61.77
Saint John	118.5	115.5	117.2	69.00	68.38	66.15
Chicoutimi—Jonquiere	101.4	102.6	99.8	98.98	99.37	96.86
Quebec	117.8	117.4	112.4	71.37	70.91	67.67
Sherbrooke	108.4	109.3	104.0	69.44	69.98	66.97
Shawinigan	92.7	79.9	99.3	91.15	88.05	86.99
Three Rivers	109.9	110.7	107.3	74.15	73.78	72.87
Drummondville	82.8	82.3	80.3	67.55	67.42	63.99
Montreal	123.8	123.9	122.8	81.42	81.08	79.23
Ottawa—Hull	128.7	129.9	126.2	76.62	75.96	74.85
Kingston	114.7	115.0	111.6	80.82	80.24	76.58
Peterborough	94.4	93.7	91.5	92.14	91.39	88.99
Oshawa	196.3	198.4	179.8	99.20	105.53	101.30
Toronto	136.3	136.5	131.8	86.00	85.56	83.14
Hamilton	112.4	112.9	108.3	90.84	90.77	89.05
St. Catharines	110.0	110.2	107.5	96.24	95.98	91.52
Niagara Falls	92.8	92.9	90.5	85.72	85.08	84.56
Brantford	85.4	85.0	77.6	81.71	78.71	74.49
Guelph	127.1	125.9	117.7	76.34	74.92	74.20
Galt	116.4	116.7	108.6	74.90	75.30	72.19
Kitchener	133.1	133.3	122.6	76.64	76.61	74.21
Sudbury	124.5	125.4	142.2	93.07	92.34	92.23
Timmins	86.7	87.0	87.1	74.99	75.09	73.19
London	134.7	135.0	130.8	77.95	76.93	75.42
Sarnia	125.2	125.7	124.5	106.13	107.06	103.93
Windsor	73.2	73.2	64.0	90.52	91.06	88.03
Sault Ste. Marie	140.0	137.0	135.8	105.15	105.42	99.61
Fort William —Port Arthur	97.3	98.1	95.6	82.50	81.36	79.34
Winnipeg	107.6	108.3	105.4	73.14	72.36	71.55
Regina	132.3	132.0	127.6	77.61	76.64	75.55
Saskatoon	128.5	128.2	127.3	72.13	71.56	70.55
Edmonton	194.5	195.1	187.6	79.00	77.42	76.24
Calgary	172.5	173.1	169.6	82.22	80.59	79.91
Vancouver	112.6	112.2	107.9	88.17	87.21	85.71
Victoria	114.4	115.0	109.4	82.59	81.64	80.03

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in Employment and Payrolls

Industry	Employment			Average Weekly Wages and Salaries		
	Feb. 1963	Jan. 1963	Feb. 1962	Feb. 1963	Jan. 1963	Feb. 1962
				$	$	$
Mining	**112.5**	**112.7**	**113.7**	**102.61**	**102.22**	**98.65**
Metal mining	126.2	126.4	127.3	101.85	101.52	98.91
Gold	66.6	66.8	68.3	83.50	83.84	81.23
Other metal	181.7	181.9	182.0	108.11	107.56	105.08
Fuels	86.5	86.8	88.4	109.76	109.74	103.23
Coal	39.5	39.9	39.6	80.32	83.01	72.58
Oil and natural gas	278.3	278.0	297.5	126.81	125.39	120.70
Non-metal	126.9	127.1	126.4	91.68	90.26	88.18
Manufacturing	**112.1**	**111.6**	**108.9**	**85.34**	**85.12**	**82.74**
Durable goods	117.5	117.0	112.0	91.91	91.85	89.23
Non-durable goods	107.6	107.0	106.3	79.35	78.97	77.01
Food and Beverages	104.5	105.0	103.9	75.87	75.47	73.45
Meat products	127.0	128.4	127.9	83.23	83.01	81.13
Canned and preserved fruits and vegetables	82.0	83.5	77.6	68.24	67.31	69.75
Grain mill products	95.5	95.6	97.3	83.75	82.87	79.22
Bread and other bakery products	108.7	108.7	107.9	69.83	70.24	67.71
Distilled and malt liquors	90.7	88.1	91.5	105.09	105.71	99.68
Tobacco and tobacco products	116.8	109.6	114.1	77.35	75.08	72.20
Rubber products	107.6	107.5	100.8	89.07	88.50	85.82
Leather products	90.6	90.1	90.9	57.60	58.56	56.75
Boots and shoes (except rubber)	97.8	97.3	98.7	55.79	56.86	54.59
Other leather products	77.5	77.1	76.8	61.73	62.45	61.75
Textile products (except clothing)	82.6	82.3	80.6	67.76	67.84	65.75
Cotton yarn and broad woven goods	72.2	72.9	74.9	64.17	63.08	63.48
Woollen goods	62.4	62.1	59.6	62.67	63.08	61.19
Synthetic textiles and silk	94.3	93.8	89.3	74.83	74.95	71.03
Clothing (textile and fur)	94.7	93.6	93.0	54.12	53.36	52.30
Men's clothing	98.6	98.0	94.8	53.04	51.99	51.09
Women's clothing	104.9	102.3	103.7	56.12	55.18	54.53
Knit goods	72.9	72.4	73.4	53.07	52.95	51.56
Wood products	105.0	104.4	101.8	74.75	72.82	71.22
Saw and planing mills	107.4	106.2	103.1	77.74	74.85	73.56
Furniture	114.6	115.2	110.9	70.72	70.75	68.45
Other wood products	74.3	74.4	77.8	65.13	64.45	63.51
Paper products	121.6	122.3	120.7	98.35	98.00	96.52
Pulp and paper mills	121.0	122.0	120.3	106.23	105.66	104.43
Other paper products	122.9	122.9	121.6	79.77	79.79	78.09
Printing, publishing and allied industries	124.5	124.2	125.1	93.04	91.94	89.54
Iron and steel products	110.8	110.2	103.4	96.98	96.59	93.74
Agricultural implements	71.2	69.7	62.1	105.50	105.22	97.80
Fabricated and structural steel	143.1	146.9	147.3	98.13	96.02	94.06
Hardware and tools	111.9	110.6	102.9	85.64	85.26	82.54
Heating and cooking appliances	102.7	103.5	97.6	84.10	83.15	80.20
Iron castings	96.2	95.4	90.3	92.61	91.33	90.35
Machinery, industrial	131.1	130.9	119.8	93.64	92.64	89.80
Primary iron and steel	125.6	123.9	117.3	110.64	111.40	107.90
Sheet metal products	111.7	111.1	104.0	93.04	92.61	90.79
Wire and wire products	112.9	112.0	109.7	94.61	96.20	93.31
Transportation equipment	114.5	114.3	108.7	98.41	99.82	95.68
Aircraft and parts	229.3	231.5	265.5	101.54	100.68	97.32
Motor vehicles	123.4	121.3	99.6	111.82	118.23	112.98
Motor vehicle parts and accessories	126.0	125.4	108.7	96.35	98.33	92.99
Railroad and rolling stock equipment	52.2	53.7	55.3	88.11	85.52	84.95
Shipbuilding and repairing	151.8	150.1	139.7	88.18	88.36	86.04
Non-ferrous metal products	120.8	120.6	122.5	95.77	95.83	93.37
Aluminum products	134.0	133.4	132.0	93.80	92.83	91.09
Brass and copper products	103.2	102.6	102.8	92.05	91.93	89.03
Smelting and refining	130.5	131.0	137.4	104.76	105.04	102.03
Electrical apparatus and supplies	152.3	150.7	142.1	90.13	90.49	89.57
Heavy electrical machinery	114.1	113.5	102.5	97.23	97.68	96.34
Telecommunication equipment	280.3	275.4	257.9	85.69	86.79	87.70
Non-metallic mineral products	136.7	137.6	134.5	88.78	88.91	87.07
Clay products	77.5	80.4	79.6	82.37	82.40	77.87
Glass and glass products	164.8	164.6	161.5	87.52	88.09	84.18
Products of petroleum and coal	132.2	132.4	137.6	125.90	125.03	119.54
Petroleum refining and products	134.8	135.2	141.2	125.88	125.87	120.17
Chemical products	132.7	128.1	131.8	100.61	100.77	97.48
Medicinal and pharmaceutical preparations	122.2	122.1	122.6	89.44	88.44	85.33
Acids, alkalis and salts	154.2	136.6	153.8	110.98	113.83	108.39
Other chemical products	130.3	127.5	129.2	99.83	100.35	97.41
Miscellaneous manufacturing industries	145.1	144.3	139.1	75.56	75.14	73.26
Construction	**100.8**	**103.3**	**100.1**	**89.53**	**87.53**	**85.93**
Building and general engineering	101.5	102.8	100.0	95.19	93.57	91.49
Highways, bridges and streets	99.7	104.0	100.5	80.03	77.70	76.66
Electric and motor transportation	139.2	139.6	135.9	86.72	86.00	84.63
Service	**153.3**	**152.7**	**147.7**	**59.01**	**58.44**	**57.18**
Hotels and restaurants	131.3	130.3	126.1	45.17	44.45	43.73
Laundries and dry cleaning plants	131.0	131.7	123.5	50.65	50.65	48.99
Industrial composite	**117.3**	**117.8**	**114.7**	**82.77**	**81.91**	**80.21**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	February 1963	January 1963	February 1962	February 1963	January 1963	February 1962
				$	$	$
Newfoundland	36.0	37.9	39.5	1.77	1.79	1.75
Nova Scotia	39.9	40.1	39.1	1.70	1.69	1.65
New Brunswick	40.7	40.6	41.6	1.69	1.65	1.68
Quebec	41.5	41.6	41.9	1.72	1.71	1.67
Ontario	40.8	40.9	40.6	2.02	2.03	2.96
Manitoba	39.9	39.6	39.6	1.78	1.77	1.75
Saskatchewan	38.3	37.6	38.4	2.05	2.05	2.00
Alberta (includes Northwest Territories)	39.9	39.2	39.7	2.01	2.00	1.98
British Columbia (includes Yukon Territory)	38.6	37.7	38.1	2.35	2.34	2.26

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1963	Jan. 1963	Feb. 1962	Feb. 1963	Jan. 1963	Feb. 1962	Feb. 1963	Jan. 1963	Feb. 1962
	No.	No.	No.	$	$	$	$	$	$
Mining	**42.3**	**42.6**	**41.9**	**2.23**	**2.21**	**2.17**	**94.47**	**94.16**	**90.82**
Metal mining	42.1	42.5	42.1	2.28	2.25	2.22	96.06	95.84	93.50
Gold	42.9	43.8	42.9	1.80	1.77	1.76	77.28	77.61	75.56
Other metal	41.8	42.0	41.8	2.46	2.44	2.39	102.98	102.59	100.20
Fuels	43.4	44.1	41.5	2.16	2.14	2.10	93.75	94.19	87.19
Coal	42.4	44.2	38.8	1.85	1.85	1.82	78.63	81.84	70.58
Oil and natural gas	44.7	44.0	44.6	2.56	2.52	2.40	114.26	110.81	106.94
Non-metal	41.8	41.3	41.5	2.10	2.09	2.01	87.97	86.31	83.47
Manufacturing	**40.7**	**40.7**	**40.8**	**1.93**	**1.92**	**1.86**	**78.44**	**78.26**	**75.99**
Durable goods	41.2	41.2	41.1	2.09	2.09	2.03	85.92	86.01	83.30
Non-durable goods	40.3	40.2	40.4	1.77	1.76	1.71	71.22	70.78	69.21
Food and beverages	39.7	39.7	39.8	1.72	1.71	1.67	68.44	67.95	66.39
Meat products	39.4	39.5	39.1	1.97	1.97	1.92	77.62	77.69	74.98
Canned and preserved fruits and vegetables	39.9	39.3	39.9	1.46	1.45	1.47	58.09	57.07	58.69
Grain mill products	41.3	40.5	41.4	1.84	1.84	1.81	75.99	74.44	74.82
Bread and other bakery products	40.5	40.9	40.9	1.59	1.58	1.51	64.25	64.53	61.55
Distilled liquors	40.1	40.2	39.1	2.27	2.28	2.12	90.97	91.68	83.13
Malt liquors	39.0	39.1	39.0	2.45	2.45	2.37	95.56	95.65	92.38
Tobacco and tobacco products	41.7	40.1	40.3	1.73	1.73	1.67	72.13	69.43	67.15
Rubber products	42.2	42.2	41.7	1.97	1.97	1.93	83.09	82.96	80.30
Leather products	40.9	41.3	41.7	1.30	1.31	1.26	53.22	53.94	52.57
Boots and shoes (except rubber)	41.1	41.4	41.8	1.25	1.26	1.21	51.57	52.10	50.56
Other leather products	40.5	41.1	41.6	1.41	1.42	1.38	57.09	58.22	57.35
Textile products (except clothing)	42.1	42.3	42.3	1.46	1.45	1.40	61.25	61.18	59.34
Cotton yarn and broad woven goods	40.2	40.0	41.5	1.49	1.46	1.43	59.74	58.53	59.50
Woollen goods	42.5	42.9	43.1	1.34	1.34	1.30	56.96	57.38	56.16
Synthetic textiles and silk	43.8	44.0	43.3	1.55	1.54	1.47	67.85	67.88	63.73
Clothing (textile and fur)	39.0	38.7	39.0	1.26	1.25	1.21	49.27	48.45	47.31
Men's clothing	39.3	38.7	39.0	1.25	1.24	1.21	49.02	48.06	46.99
Women's clothing	37.3	37.1	37.8	1.37	1.35	1.30	51.12	49.97	49.14
Knit goods	41.3	41.2	40.9	1.17	1.17	1.14	48.36	48.15	46.52
*Wood products	41.7	40.8	41.3	1.70	1.69	1.63	71.04	69.08	67.22
Saw and planing mills	41.1	39.8	40.6	1.83	1.81	1.74	75.11	72.21	70.53
Furniture	42.6	42.6	42.4	1.53	1.53	1.49	65.39	62.36	63.11
Other wood products	42.8	42.5	42.5	1.38	1.37	1.36	59.15	58.48	57.76
Paper products	40.5	40.5	40.9	2.26	2.25	2.21	91.51	91.24	90.36
Pulp and paper mills	40.5	40.4	41.0	2.45	2.44	2.39	99.11	98.56	97.87
Other paper products	40.4	40.7	40.7	1.77	1.76	1.74	71.50	71.80	70.68
Printing, publishing and allied industries	38.8	38.4	38.9	2.38	2.36	2.28	92.21	90.66	88.69
*Iron and steel products	41.3	41.2	40.9	2.23	2.22	2.16	92.08	91.51	88.46
Agricultural implements	42.3	41.8	40.3	2.35	2.36	2.24	99.53	98.47	90.19
Fabricated and structural steel	41.2	40.4	40.0	2.20	2.18	2.13	90.66	88.00	85.08
Hardware and tools	42.9	42.7	42.0	1.86	1.85	1.81	79.88	78.80	75.97
Heating and cooking appliances	40.3	40.0	40.7	1.90	1.88	1.83	76.41	75.39	74.46
Iron castings	42.0	41.6	42.2	2.12	2.11	2.05	88.97	87.57	86.57
Machinery, industrial	42.3	42.1	41.5	2.09	2.07	2.01	88.14	86.96	83.29
Primary iron and steel	40.2	40.4	40.1	2.64	2.63	2.57	105.96	106.55	102.99
Sheet metal products	40.9	40.9	40.7	2.13	2.12	2.10	87.11	86.59	85.66
Wire and wire products	41.1	41.7	41.1	2.17	2.18	2.12	89.03	90.97	87.05
*Transportation equipment	41.1	41.6	41.4	2.26	2.28	2.19	92.86	94.83	90.75
Aircraft and parts	41.8	41.7	41.8	2.21	2.19	2.15	92.33	91.48	89.75
Motor vehicles	42.1	44.3	44.5	2.50	2.56	2.46	105.16	113.58	109.26
Motor vehicle parts and accessories	41.9	42.1	41.0	2.19	2.23	2.14	91.58	93.70	87.62
Railroad and rolling stock equipment	40.0	39.2	39.4	2.16	2.13	2.10	86.22	83.57	82.83
Shipbuilding and repairing	39.4	39.7	39.7	2.19	2.19	2.12	86.27	86.97	84.29
*Non-ferrous metal products	40.6	40.7	40.5	2.18	2.19	2.14	88.56	88.78	86.61
Aluminum products	41.6	40.9	41.1	1.99	1.98	1.89	82.83	81.17	77.95
Brass and copper products	41.2	41.5	41.0	2.10	2.10	2.03	86.35	87.02	83.39
Smelting and refining	40.0	40.2	40.1	2.43	2.43	2.38	97.41	97.70	95.43
*Electrical apparatus and supplies	40.5	40.9	41.0	1.93	1.93	1.91	78.11	78.91	78.31
Heavy electrical machinery and equipment	40.7	41.2	40.5	2.15	2.15	2.11	87.60	88.67	85.54
Telecommunication equipment	39.8	40.1	41.2	1.72	1.73	1.77	68.34	69.50	72.90
Refrigerators, vacuum cleaners and appliances	40.3	40.7	40.0	2.02	2.00	1.94	81.41	81.35	77.51
Wire and cable	41.4	42.7	42.0	2.14	2.16	2.12	88.62	92.45	89.08
Miscellaneous electrical products	40.9	40.7	41.3	1.83	1.83	1.82	74.82	74.30	75.12
*Non-metallic mineral products	41.4	41.7	41.9	1.98	1.97	1.92	81.89	80.81	80.42
Clay products	41.2	41.8	41.0	1.82	1.81	1.73	75.03	75.41	70.83
Glass and glass products	40.9	41.2	41.1	1.98	1.99	1.91	81.14	81.93	78.27
Products of petroleum and coal	41.3	41.7	40.7	2.71	2.72	2.65	111.99	113.36	107.79
Petroleum refining and products	41.4	41.7	40.7	2.73	2.74	2.67	113.00	114.49	108.57
Chemical products	40.8	40.9	40.7	2.14	2.13	2.08	87.53	87.34	84.75
Medicinal and pharmaceutical preparations	40.1	39.8	39.4	1.68	1.67	1.60	67.28	66.24	63.20
Acids, alkalis and salts	41.1	41.3	40.5	2.46	2.45	2.38	101.01	101.00	96.59
Miscellaneous manufacturing industries	41.6	41.4	41.6	1.59	1.58	1.53	65.91	65.60	63.78
Professional and scientific equipment	40.8	40.9	40.7	1.92	1.91	1.84	78.43	77.93	74.89
Construction	**40.1**	**39.1**	**40.4**	**2.15**	**2.14**	**2.06**	**86.32**	**83.56**	**83.23**
Building and general engineering	39.3	38.6	39.2	2.34	2.32	2.25	92.11	89.66	88.45
Highways, bridges and streets	41.5	40.1	42.6	1.80	1.79	1.72	74.83	71.60	73.30
Electric and motor transportation	**43.5**	**43.2**	**43.6**	**2.00**	**1.99**	**1.94**	**86.86**	**85.99**	**84.75**
Service	**37.6**	**37.5**	**38.3**	**1.13**	**1.13**	**1.10**	**42.49**	**42.40**	**42.01**
Hotels and restaurants	37.7	37.4	38.5	1.09	1.09	1.06	41.25	40.62	40.98
Laundries and dry cleaning plants	39.0	39.2	39.3	1.06	1.06	1.04	41.21	41.75	41.03

*Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April	40.6	1.89	76.50	183.3	140.9
May	41.0	1.89	77.51	185.7	142.3
June	41.1	1.88	77.52	185.7	141.8
July	41.0	1.87	76.72	183.8	139.9
August	41.0	1.86	76.17	182.5	139.3
September	41.4	1.88	77.61	185.9	141.4
October	41.3	1.89	77.96	186.8	141.6
November	41.2	1.90	78.09	187.1	141.8
December*	37.3	1.94	72.34	173.3	131.3
1963 January*	40.7	1.92	78.26	187.5	141.9
February†	40.7	1.93	78.44	187.9	142.3

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

* Revised.

† Preliminary.

66607-3—6

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 356, April 1963 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
April 1958	17,323	13,174	30,497	581,382	165,402	746,784
April 1959	16,883	16,280	33,163	498,897	161,742	660,639
April 1960	15,913	14,487	30,400	581,558	174,874	756,432
April 1961	14,098	13,802	27,900	594,904	172,884	767,788
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June. 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
September 1962	20,197	20,658	40,855	188,844	97,890	286,734
October 1962	20,137	17,399	37,536	232,316	105,488	337,804
November 1962	22,077	19,204	41,281	328,801	127,955	456,756
December 1962	14,281	13,638	27,919	473,575	137,429	611,004
January 1963	13,419	12,532	25,951	579,205	163,880	743,085
February 1963	13,412	13,930	27,342	591,207	163,864	755,071
March 1963[1]	16,085	16,459	32,544	584,889	158,307	743,196
April 1963[1]	24,675	20,471	45,146	502,327	149,907	652,234

[1] Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1959-1962, AND DURING MONTH, MARCH 1962 - MARCH 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959 Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960 Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961 Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962 Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—March	250,908	81,800	60,933	37,064	50,161	27,365
1962—April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	231,507	100,426	92,346	48,564	86,218	39,253
July	251,079	114,963	97,147	56,863	85,399	49,523
August	236,921	104,366	102,784	63,558	89,871	50,865
September	220,755	98,476	96,217	50,615	91,653	42,692
October	272,614	103,871	101,603	45,949	89,619	38,324
November	321,696	113,014	86,859	43,840	74,957	33,481
December	338,121	94,533	58,253	40,470	57,541	39,613
1963—January	331,104	111,102	56,086	35,963	46,669	28,117
February	211,442	75,073	47,295	31,852	39,378	23,755
March	[1] 209,852	[1] 73,340	54,427	35,090	42,942	24,990

[1] Preliminary—subject to revision.

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX, DURING MARCH 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from March 1962
Agriculture, Fishing, Trapping	**1,182**	**879**	**2,061**	**+ 773**
Forestry	**744**	**18**	**762**	**— 395**
Mining, Quarrying and Oil Wells	**697**	**63**	**760**	**— 262**
Metal Mining	456	9	465	— [illegible]
Fuels	83	26	109	— 111
Non-Metal Mining	41	3	44	+ 2
Quarrying, Clay and Sand Pits	86	1	87	— 35
Prospecting	31	24	55	[illegible]
Manufacturing	**11,997**	**6,442**	**18,439**	**— 2,070**
Foods and Beverages	1,028	707	1,735	— [illegible]
Tobacco and Tobacco Products	37	15	52	+ [illegible]
Rubber Products	96	74	170	+ [illegible]
Leather Products	191	332	523	+ [illegible]
Textile Products (except clothing)	453	456	909	— [illegible]
Clothing (textile and fur)	423	1,693	2,116	— [illegible]
Wood Products	1,494	212	1,706	— [illegible]
Paper Products	601	243	844	— [illegible]
Printing, Publishing and Allied Industries	726	572	[illegible]	— [illegible]
Iron and Steel Products	2,221	373	2,594	— [illegible]
Transportation Equipment	2,649	228	2,877	+ [illegible]
Non-Ferrous Metal Products	356	148	504	— [illegible]
Electrical Apparatus and Supplies	438	471	909	— [illegible]
Non-Metallic Mineral Products	380	146	526	— [illegible]
Products of Petroleum and Coal	66	8	74	— [illegible]
Chemical Products	411	285	[illegible]	— [illegible]
Miscellaneous Manufacturing Industries	425	479	[illegible]	— [illegible]
Construction	**7,617**	**141**	**7,758**	**— 1,913**
General Contractors	5,028	[illegible]	5,[illegible]	— [illegible]
Special Trade Contractors	2,589	73	2,[illegible]	— [illegible]
Transportation, Storage and Communication	**2,967**	**372**	**3,339**	**— 462**
Transportation	2,671	187	2,858	— [illegible]
Storage	211	43	254	— [illegible]
Communication	85	142	227	+ [illegible]
Public Utility Operation	**255**	**47**	**302**	**— 132**
Trade	**6,600**	**4,104**	**10,704**	**— 2,203**
Wholesale	2,899	1,017	3,916	— [illegible]
Retail	3,701	3,087	6,788	— [illegible]
Finance, Insurance and Real Estate	**449**	**888**	**1,337**	**— 212**
Service	**10,434**	**12,036**	**22,470**	**— 2,718**
Community or Public Service	[illegible]	[illegible]	[illegible]	— [illegible]
Government Service	4,594	1,041	5,635	— 650
Recreation Service	309	181	490	— 10
Business Service	[illegible]	567	[illegible]	— [illegible]
Personal Service	3,786	9,014	12,800	— 1,338
GRAND TOTAL	**42,942**	**24,990**	**67,932**	**— 9,594**

66607-3—6½

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT MARCH 29, 1963[1]

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	10,996	2,146	13,142
Clerical Workers	22,757	50,225	72,982
Sales Workers	10,799	21,160	31,959
Personal & Domestic Service Workers	47,419	32,492	79,911
Seamen	4,786	103	4,889
Agriculture, Fishing, Forestry (Ex. log.)	8,877	1,146	10,023
Skilled and Semi-Skilled Workers	276,801	18,827	295,628
Food and kindred products (incl. tobacco)	2,377	709	3,086
Textiles, clothing, etc.	2,861	10,734	13,595
Lumber and lumber products	44,527	163	44,690
Pulp, paper (incl. printing)	1,589	567	2,156
Leather and leather products	1,426	1,041	2,467
Stone, clay & glass products	947	44	991
Metalworking	17,779	907	18,686
Electrical	3,658	1,054	4,712
Transportation equipment	1,029	61	1,090
Mining	2,912	.....	2,912
Construction	82,762	11	82,773
Transportation (except seamen)	56,104	142	56,246
Communications & public utility	1,443	2	1,445
Trade and service	7,533	2,072	9,605
Other skilled and semi-skilled	33,223	1,023	34,246
Foreman	6,507	290	6,797
Apprentices	10,124	7	10,131
Unskilled Workers	202,454	32,208	234,662
Food and tobacco	8,663	11,461	20,124
Lumber & lumber products	23,625	473	24,098
Metalworking	6,559	629	7,188
Construction	109,234	1	109,235
Other unskilled workers	54,373	19,644	74,017
GRAND TOTAL	**584,889**	**158,307**	**743,196**

[1] Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT MARCH 29, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) March 29, 1963	Previous Year March 30, 1962
Newfoundland	**28,542**	**29,845**
Corner Brook	6,469	6,372
Grand Falls	3,383	3,373
St. John's	18,690	20,100
Prince Edward Island	**5,954**	**5,904**
Charlottetown	3,731	3,890
Summerside	2,223	2,104
Nova Scotia	**36,562**	**38,687**
Amherst	1,452	1,316
Bridgewater	2,121	2,086
Halifax	7,543	6,191
Inverness	1,402	1,446
Kentville	3,946	3,558
Liverpool	865	841
New Glasgow	4,962	4,705
Springhill	1,302	1,206
Sydney	5,213	9,612
Sydney Mines	1,939	2,070
Truro	2,187	2,295
Yarmouth	3,630	3,361
New Brunswick	**37,507**	**36,189**
Bathurst	6,335	6,308
Campbellton	3,171	3,332
Edmundston	3,028	2,956
Fredericton	3,000	2,556
Minto	575	640
Moncton (2)	9,071	8,551
Newcastle	3,860	3,586
Saint John	2,949	3,350
St. Stephen	2,130	1,707
Sussex	998	870
Woodstock	2,390	2,333
Quebec	**247,252**	**235,680**
Alma	3,440	3,605
Asbestos	992	937
Baie Comeau	1,586	1,338
Beauharnois	1,642	1,434
Buckingham	1,890	1,779
Causapscal	3,768	3,617
Chandler	2,897	2,835
Chicoutimi	3,604	3,767
Cowansville	599	561
Dolbeau	2,793	2,890
Drummondville	2,802	2,899
Farnham	660	734
Forestville	1,630	1,805
Gaspé	2,743	2,583
Granby	2,968	2,556
Hull	6,030	5,169
Joliette	5,385	5,256
Jonquière	3,920	3,601
Lachute	1,293	1,139
Lac Mégantic	2,193	1,915
La Malbaie	3,212	3,288
La Tuque	1,489	1,277
Lévis	4,864	4,782
Louiseville	1,817	1,654
Magog	1,033	827
Maniwaki	1,966	1,942
Matane	4,981	4,752
Mont-Laurier	1,763	1,911
Montmagny	2,779	3,123
Montréal	72,258	67,235
New Richmond	2,736	2,918
Port Alfred	2,185	2,192
Québec	16,288	15,412
Rimouski	6,175	6,314
Rivière du Loup	7,727	8,102
Roberval	2,390	2,650
Rouyn	5,001	4,487
Ste. Agathe des Monts	1,779	1,594
Ste. Anne de Bellevue	1,309	1,270
Ste. Thérèse	3,061	2,547
St. Hyacinthe	2,362	2,282
St. Jean	2,901	2,455
St. Jérôme	2,353	1,844
Sept-Îles	3,061	3,037
Shawinigan	6,241	6,075
Sherbrooke	6,930	6,110
Quebec—Concluded		
Sorel	2,318	2,322
Thetford Mines	2,799	2,037
Trois-Rivières	7,174	6,512
Val d'Or	3,017	3,144
Valleyfield	2,920	2,764
Victoriaville	2,682	2,526
Ville St. Georges	4,936	4,874
Ontario	**213,933**	**218,403**
Arnprior	508	558
Barrie	1,934	1,848
Belleville	2,314	2,518
Bracebridge	1,746	1,968
Brampton	1,563	1,510
Brantford	2,902	3,425
Brockville	822	900
Carleton Place	512	414
Chatham	2,510	2,539
Cobourg	928	1,075
Collingwood	927	970
Cornwall	3,694	4,042
Elliot Lake	575	767
Fort Erie	704	1,059
Fort Frances	923	1,080
Fort William	3,642	3,892
Galt	1,356	1,420
Gananoque	433	544
Goderich	880	872
Guelph	1,785	2,083
Hamilton	14,393	15,310
Hawkesbury	1,213	1,253
Kapuskasing	1,585	1,640
Kenora	1,496	1,539
Kingston	2,673	2,817
Kirkland Lake	1,351	2,044
Kitchener	3,125	3,219
Leamington	1,085	1,192
Lindsay	902	914
Listowel	582	601
London	5,284	5,704
Long Branch	3,874	4,217
Midland	1,495	1,498
Napanee	1,043	921
New Liskeard (3)	637	.....
Newmarket	1,895	1,734
Niagara Falls	3,174	2,978
North Bay	2,693	2,578
Oakville	909	853
Orillia	1,315	1,379
Oshawa	5,279	4,356
Ottawa	9,537	8,095
Owen Sound	2,197	2,144
Parry Sound	845	951
Pembroke	2,596	2,676
Perth	739	845
Peterborough	3,962	4,188
Picton	582	540
Port Arthur	5,642	5,978
Port Colborne	1,289	1,201
Prescott	1,044	1,096
Renfrew	810	784
St. Catharines	4,711	5,136
St. Thomas	1,189	1,232
Sarnia	2,635	3,093
Sault Ste. Marie	3,481	3,138
Simcoe	1,927	1,647
Sioux Lookout	.....	367
Smiths Falls	644	679
Stratford	953	1,175
Sturgeon Falls	1,366	1,323
Sudbury	6,859	5,359
Tillsonburg	629	536
Timmins	2,724	3,346
Toronto	51,136	51,686
Trenton	1,040	923
Walkerton	1,069	1,055
Wallaceburg	703	783
Welland	2,295	2,423
Weston	4,267	4,202
Windsor	9,408	10,435
Woodstock	993	1,136

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT MARCH 29, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) March 29, 1963	Previous Year March 30, 1962		(1) March 29, 1963	Previous Year March 30, 1962
Manitoba	**35,356**	**34,202**	**British Columbia**	**70,038**	**71,163**
Brandon	3,189	3,212	Chilliwack	1,716	2,050
Dauphin	2,273	2,361	Courtenay	1,061	933
Flin Flon	181	237	Cranbrook	1,497	2,449
Portage la Prairie	1,574	1,645	Dawson Creek	1,513	1,357
The Pas	596	532	Duncan	602	718
Winnipeg(4)	27,543	26,215	Kamloops	1,675	1,776
			Kelowna	1,792	1,802
Saskatchewan	**26,081**	**26,980**	Kitimat	158	199
Estevan	503	624	Mission City	1,143	1,279
Lloydminster	641	695	Nanaimo	974	1,077
Moose Jaw	1,883	2,094	Nelson	1,193	1,537
North Battleford	1,790	1,718	New Westminster	9,582	10,171
Prince Albert	3,435	3,488	Penticton	1,909	1,867
Regina	6,149	6,670	Port Alberni	769	718
Saskatoon	6,283	5,923	Prince George	2,285	1,816
Swift Current	1,182	1,399	Prince Rupert	1,819	1,754
Weyburn	606	736	Princeton	481	681
Yorkton	3,609	3,633	Quesnel	1,592	1,515
			Trail	1,132	1,220
Alberta	**41,971**	**40,930**	Vancouver	29,832	28,948
Blairmore	840	733	Vernon	2,388	2,509
Calgary	13,048	11,846	Victoria	4,291	4,107
Drumheller	807	871	Whitehorse	634	680
Edmonton	18,038	17,783			
Edson	650	1,115	**CANADA**	**743,196**	**737,983**
Grande Prairie	1,295	1,265			
Lethbridge	3,433	3,627	Males	584,889	579,641
Medicine Hat	1,733	1,764			
Red Deer	2,127	1,926	Females	158,307	158,342

(1) Preliminary subject to revision.

(2) Includes 1,328 registrations reported by the Magdalen Islands local office.

(3) Prior to May, 1962 figures included with Kirkland Lake local office.

(4) Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 439.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

Source: Statistical Report on the Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1963—January	4,218,000	3,514,900	703,100*
1962—December	4,212,000	3,620,000	592,000*
November	4,094,000	3,719,800	374,200*
October	3,991,000	3,746,900	244,100
September	3,977,000	3,779,200	197,800
August	3,995,000	3,796,300	198,700
July	3,976,000	3,764,000	212,000
June	3,954,000	3,739,700	214,300
May	3,889,000	3,625,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500
February	4,161,000	3,442,300	718,700
January	4,158,000	3,459,500	698,500

*By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants. An additional factor stems from the fact that the number of claimants is ascertained by actual count, in local offices across Canada, whereas the employed figure is an estimate.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, FEBRUARY 28, 1963

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)					Percentage Postal	February 28, 1962 total claimants
		1–4	5–13	14–26	27–39	40 or more		
Canada	720,461	196,831	396,049	98,769	20,217	8,595	43.6	718,668
Male	573,127	157,186	326,417	72,127	11,983	5,414	46.9	570,314
Female	147,334	39,645	69,632	26,642	8,234	3,181	30.8	148,354
Newfoundland	40,016	5,855	29,362	4,453	206	140	83.1	38,172
Male	38,043	5,370	28,434	3,941	174	124	84.0	36,148
Female	1,973	485	928	512	32	16	65.0	2,024
Prince Edward Island	8,014	978	6,180	718	120	18	79.5	7,749
Male	6,733	746	5,285	591	105	6	81.5	6,497
Female	1,281	232	895	127	15	12	69.1	1,252
Nova Scotia	40,947	8,437	25,384	5,553	1,098	475	60.2	42,509
Male	34,916	6,992	22,344	4,444	745	391	62.6	37,011
Female	6,031	1,445	3,040	1,109	353	84	46.7	5,498
New Brunswick	39,592	8,458	24,363	5,375	1,173	223	73.1	38,970
Male	32,902	7,422	20,414	4,150	792	124	75.6	32,598
Female	6,690	1,036	3,949	1,225	381	99	60.6	6,372
Quebec	221,247	64,974	117,725	28,780	7,148	2,620	42.7	213,828
Male	182,792	54,929	100,702	21,385	4,144	1,632	45.7	175,668
Female	38,455	10,045	17,023	7,395	3,004	988	28.0	38,160
Ontario	201,519	61,102	103,197	28,109	5,880	3,231	27.2	208,089
Male	148,662	45,940	78,694	18,847	3,230	1,951	28.1	154,120
Female	52,857	15,162	24,503	9,262	2,650	1,280	24.4	53,969
Manitoba	35,626	10,550	19,399	4,644	780	253	37.5	36,336
Male	27,448	7,743	15,474	3,515	521	195	41.0	28,472
Female	8,178	2,807	3,925	1,129	259	58	25.6	7,864
Saskatchewan	25,931	5,813	14,936	4,318	683	181	52.7	26,980
Male	20,977	4,586	12,508	3,412	377	94	57.1	21,692
Female	4,954	1,227	2,428	906	306	87	34.0	5,288
Alberta	39,079	10,856	20,449	6,477	748	549	60.9	37,256
Male	31,591	9,096	16,745	4,945	534	271	61.9	28,226
Female	7,488	1,760	3,704	1,532	214	278	56.3	9,030
British Columbia	68,490	19,808	35,054	10,342	2,381	905	30.4	68,779
Male	49,063	14,362	25,817	6,897	1,361	626	33.1	49,882
Female	19,427	5,446	9,237	3,445	1,020	279	23.8	18,897

Note: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFITS, BY PROVINCE, FEBRUARY 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	5,446	4,681	765	6,437	5,311	1,126	1,721
Prince Edward Island	981	828	153	1,149	998	151	339
Nova Scotia	7,805	6,462	1,343	9,159	7,963	1,196	2,040
New Brunswick	8,615	6,877	1,738	9,041	7,751	1,290	2,540
Quebec	62,810	46,489	16,321	67,307	56,516	10,791	21,691
Ontario	60,165	43,671	16,494	66,024	54,673	11,351	17,586
Manitoba	8,516	6,998	1,518	9,585	8,174	1,411	2,576
Saskatchewan	5,193	4,429	764	6,142	5,172	970	1,787
Alberta	10,986	8,564	2,422	12,755	10,585	2,170	3,274
British Columbia (including Yukon Territory)	18,006	13,393	4,613	19,619	16,151	3,468	4,850
Total, Canada, February 1963	188,523	142,392	46,131	207,218	173,294	33,924	58,404
Total, Canada, January 1963	319,400	245,726	73,674	373,544	317,556	55,988	77,099
Total, Canada, February 1962	205,643	146,232	59,411	217,144	183,545	33,599	56,495

*In addition, revised claims received numbered 48,223.

†In addition, 49,907 revised claims were disposed of. Of these, 5,572 were special requests not granted and 3,044 were appeals by claimants. There were 11,277 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, FEBRUARY 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	156,267	3,757,557
Prince Edward Island	29,907	664,155
Nova Scotia	134,630	3,081,694
New Brunswick	125,814	2,812,541
Quebec	706,385	17,798,027
Ontario	660,537	16,323,862
Manitoba	116,546	2,900,714
Saskatchewan	91,613	2,314,540
Alberta	127,550	3,350,091
British Columbia (including Yukon Territory)	218,504	5,738,536
Total, Canada, February 1963	2,367,753	58,741,717
Total, Canada, January 1963	2,362,257	58,559,894
Total, Canada, February 1962	2,361,458	57,988,335

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February	132.1	129.4	135.9	114.8	139 6	159.9	148.6	118.0
March	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH 1963

(1949=100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	March 1962	February 1963	March 1963							
[1]St. John's, Nfld.	116.7	119.0	119.3	115.3	114.8	112.3	123.4	155.3	152.7	101.1
Halifax	129.7	130.9	131.3	124.6	134.6	125.4	138.7	163.2	165.2	124.5
Saint John	130.8	132.7	132.9	128.2	132.1	123.5	144.8	185.3	151.1	124.5
Montreal	130.1	132.4	132.0	133.2	134.6	108.0	158.8	169.5	144.1	118.7
Ottawa	131.0	133.2	133.1	128.7	137.7	120.8	153.4	163.3	142.3	123.9
Toronto	131.7	133.8	133.7	127.6	140.3	120.6	133.0	156.0	185.3	122.5
Winnipeg	128.3	129.8	129.8	128.1	129.1	119.1	135.2	173.8	139.7	120.4
Saskatoon-Regina	126.7	128.1	128.3	125.6	127.4	128.6	136.9	144.6	146.8	119.5
Edmonton-Calgary	125.0	127.4	127.2	122.1	127.7	123.7	131.5	162.8	145.7	119.6
Vancouver	129.2	131.6	131.7	128.9	135.9	119.2	140.3	150.6	147.8	121.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1]St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
*1962	291	312	74,346	1,417,620	0.10
*1962: March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23
July	24	47	16,775	133,650	0.11
August	35	54	11,531	74,540	0.07
September	23	48	10,482	116,350	0.10
October	21	42	9,957	108,040	0.10
November	29	49	9,565	76,740	0.07
December	13	29	3,641	56,660	0.05
*1963: January	9	24	4,559	79,780	0.07
February	22	37	7,002	75,280	0.07
March	18	32	5,207	34,080	0.03

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MARCH 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	3	1,451	5,710
Manufacturing	17	2,801	20,600
Construction	2	94	70
Transpn. & utilities	4	347	6,550
Trade	2	28	520
Finance	...	...	...
Service	4	486	630
Public administration	...	...	...
All industries	32	5,207	34,080

TABLE G-3—STRIKES AND LOCKOUTS, MARCH 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	11	40
Prince Edward Island	...	...	...
Nova Scotia	3	1,581	4,960
New Brunswick	...	...	...
Quebec	10	1,548	17,710
Ontario	10	1,849	7,970
Manitoba	...	...	...
Saskatchewan	...	...	...
Alberta	...	...	...
British Columbia	5	125	2,080
Federal	3	93	1,320
All jurisdictions	32	5,207	34,080

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accumulated		
MINES						
Metal						
Solbec Copper Mines, Stratford Centre, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	175	4,110	4,110	Mar. 1	Wages, union security, other benefits in first agreement~
Mineral Fuels						
Dominion Steel & Coal, (MacBean Mine) Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	326	650	980	Feb. 28 Mar. 4	Disciplinary suspension of one worker~Return of workers pending investigation.
Old Sydney Collieries, Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	950	950	950	Mar. 29 Apr. 1	Disagreement between management and two workers~ Return of workers pending negotiations.
MANUFACTURING						
Wood						
Hay and Company, Woodstock, Ont.	Auto Workers Loc. 636 (AFL-CIO/CLC)	200	100	100	Mar. 19 Mar. 19	Management decision~Return of workers.
Paper						
Nova Scotia Pulp, Point Tupper, N.S.	Pulp and Paper Workers Loc. 972 (AFL-CIO/CLC)	305 (155)	3,360	7,780	Feb. 8 Mar. 16	Wages~2¢ an hr. retroactive to July 1, 1962, 6¢ an hr. increase eff. Mar. 1963, 7¢ an hr. Nov. 1963; improved fringe benefits and contract clauses.
Primary Metals						
Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	745	10,880	134,250	Aug. 28 Mar. 17	New agreement~An average increase of 26¢ an hr. over next two years, reduction in weekly hours.
Metal Fabricating						
John Inglis, Toronto, Ont.	Steelworkers Locs. 2900 & 4790 (AFL-CIO/CLC)	1,150	1,150	1,150	Mar. 29	Proposed standards of work loads~
TRANSPN. & UTILITIES						
Transportation						
Several automobile dealers, Toronto, Ont.	Teamsters Loc. 847 (Ind.)	254	5,230	9,010	Feb. 6	Union security, voluntary dues check-off~
SERVICE INDUSTRIES						
Education						
Verdun Catholic School Commission, Verdun, Que.	Verdun Roman Catholic Teachers' Association	376	380	380	Mar. 15 Mar. 18	Non-payment of increases granted in October 1962~ Return of workers, payment to be provided immediately.

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY, 1928–1962

Year	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communication	Trade	Finance	Service	Unclassified	Total
1928	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929	156	235	54	234	250	298	40	326	58	1	114	.....	1,766
1930	122	175	36	258	196	324	42	327	58	.....	117	.....	1,655
1931	163	76	40	158	142	217	44	205	43	3	97	.....	1,188
1932	154	73	30	123	116	124	21	196	51	2	83	1	974
1933	111	91	36	112	103	65	15	161	48	3	63	.....	808
1934	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935	124	116	38	175	133	103	25	184	44	1	66	.....	1,009
1936	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937	156	149	52	201	157	170	23	227	46	1	65	.....	1,247
1938	156	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940	127	177	34	175	144	173	25	236	51	1	65	.....	1,208
1941	144	178	24	262	263	176	30	317	65	1	93	.....	1,553
1942	107	170	34	199	315	227	21	318	44	1	84	.....	1,510
1943	99	151	49	213	310	154	16	334	59	1	79	.....	1,465
1944	109	137	34	159	271	100	17	264	53	1	59	.....	1,204
1945	114	166	20	188	269	127	24	292	52	.....	88	5	1,345
1946	119	145	41	174	346	132	22	237	53	3	99	7	1,378
1947	117	192	30	190	265	170	40	289	57	8	110	8	1,476
1948	94	171	30	194	268	182	45	248	45	3	106	1	1,387
1949[1]	113	141	32	201	249	152	42	249	43	2	131	4	1,359
1950	58	160	42	173	243	156	61	193	54	.....	119	.....	1,259
1951	97	179	20	188	219	213	31	240	49	3	130	.....	1,369
1952	102	176	21	212	228	248	42	242	44	1	102	.....	1,418
1953	114	167	33	187	242	223	35	178	58	4	80	.....	1,321
1954	100	168	31	204	207	238	26	193	53	3	73	.....	1,296
1955	88	183	32	179	219	243	42	211	50	5	74	.....	1,326
1956	106	197	18	250	200	312	30	228	56	1	64	.....	1,462
1957	92	141	23	185	209	340	42	207	66	2	80	....	1,387
1958	97	129	38	231	166	281	31	163	40	4	89	.....	1,269
1959	101	143	72	175	195	297	33	182	50	2	76	.....	1,326
1960	69	131	27	180	186	199	36	154	51	2	99	.....	1,134
1961	68	99	40	135	178	238	36	152	52	1	87	.....	1,086
1962[2]	62	115	12	146	195	190	45	152	54	1	89	.....	1,061

[1]The data for years up to and including 1948 cover also deaths that occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned.

[2]These figures are preliminary. They include 919 fatalities reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 142 on which information was obtained from other sources. The 142 fatalities reported from other sources were distributed as follows: Agriculture 59; Logging 7; Fishing and Trapping 8; Mining 10; Manufacturing 15; Construction 10; Public Utilities 6; Transportation, Storage and Communication 20; Trade 1; Finance 0; Service 6.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, 1961 AND 1962

Type of Accident	1962[1]													1961[2]											
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communication	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communication	Trade	Finance	Service	Unclassified	TOTAL
Striking Against and Stepping on Objects:																									
Tools																									
Machinery																									
Belts, pulleys, chains, lines, etc.																									
Working materials																									
Nails and spikes																									
Buildings and structures (including parts of these such as doors, windows, etc.)			1										1												
Working surfaces					1								1												
Miscellaneous					1								1												
Total			1		2								3												
Struck by:																									
Tools				1									1				2								2
Machinery	2	1			2	1					2		8		1			3	4				2	1	11
Belts, pulleys, chains, lines, etc.	2	1	1		1	1		1					7		1		1	2	2		1			1	8
Cranes, derricks, other hoisting or conveying apparatus		1		1	4	6	1				1		14		1			1	5		2	1			10
Automobiles or trucks					1	6		1			5		13	1				2	8	1	4	4		7	27
Tractors, loadmobiles, etc.						2	1						3				1		4		2	1			8
Mine or quarry cars				4									4				2								2
Trains or other railway vehicles						3		11	1		2		17						3	1	16	1			21
Streetcars																									
Other motor-driven transportation vehicles, N.E.C.						1	1						2								1				1
Man-powered vehicles and craft																									
Objects thrown or kicked back by tools				1									1				1		2						3
Objects thrown or kicked back by machines		1			5								6				1	2	1	1		1		1	7
Objects being hoisted or conveyed		1		4	2	1		2					10		2		1	4	6			1		1	15
Objects falling or flying in mines and quarries				13	1								14		1		9		1						11
Materials being handled by fellow worker						1							1		1		1		1	2					5
Materials being handled by victim					1	2	1				1		5		2		2	1	2					1	8
Materials falling from stockpiles and loads	1	16		2	10	4	2	2	2		1		40	2	10			4	5		2	2			25
Another person (other than acts of violence)								1					1					1			1				2
Animals	2												2	3				1						1	5
Falling trees or limbs	1	49		3	2	2			1		2		60	2	41			4	6					3	56
Landslides or cave-ins		14		14	1	19	2	1			3		54		1		11	1	9			1		8	31
Flying particles														1			2	1						1	5
Animal-drawn vehicles																									
Miscellaneous		4		3	2	6		2	2				19		1			3	5		2			1	12
Total	8	88	1	46	32	55	8	21	6		17		282	9	62		34	30	64	5	31	14		26	275

Caught In, On or Between:																										
Machinery	2	1		3	9	1	1	1			1		19	3			1	6	2			1		1		14
Belts, pulleys, chains, lines, etc.	1	1			3	1							6	1			1	1								3
Elevators, hoisting and conveying apparatus		1		5	7	1		1	3				18		2		1	4	11		2			1		21
Buildings and structures (including parts of these such as doors, windows, etc.						2							2								1			1		2
Automobiles and trucks	3			1	2	2		3	1		2		14	2	5			3	6	1	4	1				22
Tractors, loadmobiles, etc.	18	3		1	3	6		1			1		33	27			1	4	6		3			2		43
Mine and quarry cars				1									1				6									6
Trains or other railway vehicles				1	1			3					5	1					2		5					8
Streetcars																										
Miscellaneous transportation vehicles and craft					1	1							2													
Materials in use or stored in plant																		1								1
Objects in, water (e.g., logs, caught between boat and wharf)																										
Miscellaneous		1		1				2	1		1		6		1			1								2
Total	**24**	**7**		**13**	**26**	**14**	**1**	**11**	**5**		**5**		**106**	**34**	**8**		**10**	**20**	**27**	**1**	**15**	**2**		**5**		**122**
Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in, on or between)																										
Involving steam railways				1	2		1	3	1				8								5					5
Involving street railways																										
Involving automobiles and trucks	4	4		8	18	25	3	46	21		16		145		5		7	17	22	2	33	11		13		110
Involving tractors, loadmobiles, etc.	14	2			2	7		6	1		3		35	9	5		4		8		2					28
Involving mine and quarry cars				1									1				1									1
Involving water craft			4				1	2	4		3		14			1					5	1				7
Involving aircraft		2			1	2	1	12	2		2		22	1		2	2	7	8		15			3		33
Involving other transport agencies					1			2					3								2			1		3
Involving elevators and other hoisting and conveying apparatus																										
Involving animal-drawn vehicles and implements																										
Involving miscellaneous agencies				1									1								1					1
Total	**18**	**8**	**4**	**11**	**24**	**34**	**6**	**71**	**29**		**24**		**229**	**10**	**10**	**3**	**14**	**24**	**38**	**2**	**63**	**12**		**17**		**193**
Falls and Slips																										
(a) **falls on same level**																										
Due to rough ground or floor surfaces																			2							2
Due to collapse of resistance																						1				1
Due to tripping over or stepping on object									1				4		1			1						1		3
Due to slippery surface		1			2												3	2	1							6
Due to slipping while handling materials																		1								1
Due to slipping while operating machines									4		3		11				1	2	1							4
Due to physical condition of workman					3	1																				
Due to vehicles in motion (other than struck by, collision, etc.)								1					1													
Miscellaneous																										
Sub Total		**1**			**5**	**1**		**1**	**5**		**3**		**16**		**1**		**4**	**6**	**4**			**1**		**1**		**17**

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, 1961 AND 1962 (concluded)

Type of Accident	1962[1]												1961[2]											
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communication	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communication	Trade	Finance	Service	Unclassified	TOTAL
(b) falls to different levels																									
From ladders or stairs	....	2	....	1	3	4	1	1	1	....	2	....	15	....	....	....	....	4	5	1	1	2	1	4	....	18
From scaffolds and stagings	....	....	....	1	8	9	....	2	2	....	....	....	22	....	....	....	3	7	19	....	1	2	....	3	....	35
From platforms, ramps and stationary vehicles	....	....	....	....	1	3	1	2	1	....	....	....	8	....	....	....	....	1	5	....	....	....	....	1	....	7
From buildings, roofs and towers	....	....	....	....	3	9	....	1	....	1	....	....	14	....	....	....	....	3	15	1	1	1	....	3	....	24
From bridges, trestles and catwalks	....	....	....	....	1	2	....	1	....	....	....	....	4	....	....	....	....	....	6	....	....	1	....	1	....	8
From poles, trees, logs and stumps	....	....	....	1	....	....	2	....	....	....	....	....	3	....	....	....	....	....	....	2	....	....	....	....	....	2
From stockpiles and loads	1	2	....	....	2	....	....	....	....	....	....	....	5	1	....	....	....	3	....	....	1	....	....	....	....	5
From moving railway vehicles	....	....	....	....	1	....	....	5	....	....	....	....	7	....	....	....	1	....	....	....	4	....	....	....	....	5
From other moving transportation vehicles	....	1	....	1	2	6	....	2	1	....	2	....	15	3	1	....	....	2	1	1	....	....	....	1	....	9
Into holds of vessels	....	....	....	....	2	1	....	4	....	....	....	....	7	....	....	....	....	1	....	....	2	....	....	....	....	3
Into shafts, pits, excavations, etc.	1	....	....	7	3	5	....	....	....	....	2	....	18	....	....	....	6	2	5	....	....	1	....	....	....	14
Into rivers, lakes, sea or harbours	1	4	6	4	6	7	....	14	....	....	9	....	51	1	16	35	1	8	7	....	13	1	....	1	....	83
Into storage bunkers	....	....	....	....	1	....	....	....	1	....	....	....	2	....	....	....	....	1	....	....	....	....	....	....	....	1
Into tanks, vats or kilns	....	....	....	....	4	1	....	1	....	....	....	....	6	....	....	....	1	....	....	....	....	....	....	....	....	1
Miscellaneous falls to different levels	3	....	....	1	8	3	1	....	....	....	2	....	18	1	....	....	1	3	5	....	1	1	....	2	....	14
Sub Total	**6**	**9**	**6**	**16**	**46**	**50**	**5**	**33**	**6**	**1**	**17**	....	**195**	**6**	**17**	**35**	**13**	**35**	**68**	**5**	**24**	**9**	**1**	**16**	....	**229**
Total	**6**	**10**	**6**	**16**	**51**	**51**	**5**	**34**	**11**	**1**	**20**	....	**211**	**6**	**18**	**35**	**17**	**41**	**72**	**5**	**24**	**10**	**1**	**17**	....	**246**
Conflagrations, Temperature Extremes and Explosions																										
Conflagrations	2	....	....	1	3	4	1	1	2	....	2	....	16	5	....	1	3	1	3	1	1	2	....	4	....	21
Exposure to welding flashes	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	3	....	....	....	....	....	....	3
Exposure to cold or cold substances	....	....	....	....	....	....	....	3	....	....	....	....	3	....	....	....	1	....	....	....	....	....	....	....	....	1
Exposure to steam or other hot vapours	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	1	....	....	....	2
Exposure to hot liquids or molten metal	....	....	....	....	1	....	....	....	....	....	1	....	2	....	....	....	....	2	....	....	....	....	....	....	....	2
Exposure to heat or hot substances, N.E.C.	....	....	....	....	1	....	....	....	....	....	....	....	1	....	....	....	....	1	1	....	....	....	....	....	....	2
Explosions—blasting accidents	....	....	....	6	....	....	....	....	....	....	1	....	7	....	1	....	3	....	....	2	....	....	....	....	....	6
Explosions of coal and/or dust	....	....	....	....	1	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	....
Air blasts (bumps) in mines	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Explosions of steam pressure apparatus	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Explosions of liquid air, gas pressure apparatus and containers	....	....	....	....	1	1	3	....	....	....	....	....	5	....	....	....	....	....	....	....	....	....	....	....	....	....
Explosions of gasoline and/or oil	1	....	....	....	2	8	4	....	....	....	1	....	16	1	....	....	1	4	2	2	....	2	....	....	....	12
Explosion of chemicals	....	....	....	....	2	....	....	....	....	....	....	....	2	....	....	....	....	2	....	....	....	1	....	....	....	3
Ammunition and firearms (accidental)	....	....	....	....	1	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1	....	1
Other explosions	....	....	....	2	1	1	....	....	....	....	....	....	4	....	....	....	....	....	1	....	2	....	....	1	....	4
Total	**3**	....	....	**9**	**13**	**14**	**8**	**4**	**2**	....	**5**	....	**58**	**6**	**1**	**1**	**8**	**10**	**11**	**5**	**3**	**6**	....	**6**	....	**57**

Inhalation, Contact, Absorptions, Ingestion (asphyxiation, poisoning, etc.) and Industrial Diseases:																										
Exposure to acids, alkalis and similar chemicals																			1	1						2
Exposure to poisonous gasses		1		1	5	3	3	2			1		16						3	2		2			2		9
Exposure to dust (silicosis, etc.) [3]				40	20								60				41	21					1				63
Exposure to poisonous vegetation																										
Exposure to radioactive substances				2									2				4										4
Industrial diseases, N.E.C.				1	1						2		4					9							2		11
Exposure to miscellaneous poisonous agencies	1				2	1							4						1								1
Total	**1**	**1**		**44**	**28**	**4**	**3**	**2**			**3**		**86**				**45**	**34**	**4**		**2**	**1**		**4**		**90**
Contact with Electric Current																										
Lighting accidents	1					1							2	1												1
Exposure to or contact with electricity	1			6	9	12	12	2	1		2		45				5	9	18	18	4	1		1		56
Total	**2**			**6**	**9**	**13**	**12**	**2**	**1**		**2**		**47**	**1**			**5**	**9**	**18**	**18**	**4**	**1**		**1**		**57**
Over-Exertion																										
Over-exertion resulting in strains, hernia, etc.				1	5	4	2	4			6		22	1			2	6	4		8	6		9		36
Total				**1**	**5**	**4**	**2**	**4**			**6**		**22**	**1**			**2**	**6**	**4**		**8**	**6**		**9**		**36**
Miscellaneous Accident Types																										
Violence					2	1					6		9					1			1			1		3
Bites, stings, etc., by animals, reptiles and insects																										
Infection, N.E.C.											1		1													
Miscellaneous		1			3			3					7	1		1		3			1			1		7
Total		**1**			**5**	**1**		**3**			**7**		**17**	**1**		**1**		**4**			**2**			**2**		**10**
Grand Total	**62**	**115**	**12**	**146**	**195**	**190**	**45**	**152**	**54**	**1**	**89**		**1,061***	**68**	**99**	**40**	**135**	**178**	**238**	**36**	**152**	**52**	**1**	**87**		**1,086**

[1] Preliminary.

[2] Revised.

[3] Most of these workers may have been incapacitated for some years; this number does not represent the workers who have contracted this disease in 1961 or 1962.

*See footnote [2], Table H-1.

TABLE H-3—INDUSTRIAL FATALITIES IN CANADA, BY PROVINCE AND INDUSTRY 1961 AND 1962

Industry	1962[1]												1961[2]											
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture	1	2	3	3	6	28	3	8	8	....	.....	62	....	....	3	....	8	35	5	4	9	4	.....	68
Logging	2	....	1	6	20	18	1	1	6	60	.....	115	....	....	2	3	9	20	1	1	4	59	.....	99
Fishing and Trapping	4	....	3	1	....	1	....	....	....	3	.....	12	2	....	22	1	....	....	2	....	....	13	.....	40
Mining and Quarrying	6	....	9	1	17	58	2	8	20	23	2	146	6	....	7	....	21	52	7	4	16	17	5	135
Metalliferous mining	4	....	....	1	13	52	2	5	....	16	2	95	2	....	....	....	15	48	7	1	1	10	4	88
Coal mining	....	....	8	....	....	....	....	....	11	1	.....	20	....	....	....	6	....	....	....	1	4	7	.....	18
Non-metallic mineral mining and quarrying, n.e.s.	2	....	1	....	4	6	....	3	9	6	.....	31	4	....	1	....	6	4	....	2	11	....	1	29
Manufacturing	3	3	7	6	38	85	7	5	11	30	.....	195	5	....	5	7	35	82	3	2	17	22	.....	178
Food and beverages	....	3	....	....	....	5	3	....	2	4	.....	17	....	....	....	....	3	7	1	....	1	4	.....	16
Tobacco and tobacco products	....	....	....	....	....	1	....	....	....	....	.....	1	....	....	....	....	....	1	....	....	....	....	.....	1
Rubber products	....	....	....	....	....	1	....	....	....	....	.....	1	....	....	....	....	....	....	....	....	....	....	.....	.....
Leather products	....	....	....	....	....	....	....	....	....	....	.....	.....	....	....	....	....	....	....	....	....	....	....	.....	.....
Textile products (except clothing)	....	....	....	1	4	2	....	....	....	....	.....	7	....	....	....	....	....	2	....	....	....	....	.....	2
Clothing (textile and fur)	....	....	....	....	....	....	....	....	....	....	.....	.....	....	....	....	....	....	....	....	....	....	....	.....	.....
Wood products	1	....	2	1	6	8	1	....	2	15	.....	36	....	....	....	3	5	6	2	....	3	10	.....	29
Paper products	2	....	1	....	9	6	....	....	....	1	.....	19	....	....	....	1	8	4	....	....	....	....	.....	13
Printing, publishing and allied trades	....	....	....	....	....	1	....	....	....	....	.....	1	....	....	....	....	....	1	....	....	....	1	.....	2
Iron and steel products	....	....	1	1	5	30	1	1	3	5	.....	47	....	....	3	....	8	28	....	1	4	1	.....	45
Transportation equipment	....	....	3	....	7	8	2	2	2	1	.....	25	1	....	2	2	7	6	....	....	1	1	.....	20
Non-ferrous metal products	....	....	....	....	3	4	....	....	1	1	.....	9	....	....	....	....	1	10	....	....	....	4	.....	15
Electrical apparatus and supplies	....	....	....	....	1	3	....	....	....	1	.....	5	4	....	....	....	....	2	....	....	1	....	.....	7
Non-metallic mineral products	....	....	....	2	1	8	....	2	1	1	.....	15	....	....	....	....	....	6	....	....	6	....	.....	12
Products of petroleum and coal	....	....	....	1	....	2	....	....	....	....	.....	3	....	....	....	....	....	....	....	....	....	....	.....	.....
Chemical products	....	....	....	....	2	5	....	....	....	1	.....	8	....	....	....	....	2	7	....	1	1	1	.....	12
Miscellaneous manufacturing industries	....	....	....	....	....	1	....	....	....	....	.....	1	....	....	....	1	1	2	....	....	....	....	.....	4
Construction	11	1	8	3	45	45	9	14	31	23	.....	190	11	7	12	....	64	66	6	14	38	20	.....	238
Buildings and structures	7	....	....	1	23	27	....	8	9	4	.....	79	7	....	2	4	36	37	2	6	19	2	.....	115
Highway and bridge	3	1	4	1	9	10	5	1	7	12	.....	53	3	....	2	5	10	15	1	1	10	6	.....	53
Miscellaneous	1	....	4	1	13	8	4	5	15	7	.....	58	1	....	3	3	18	4	3	7	9	12	.....	70
Public Utilities	....	....	3	....	19	13	1	2	5	1	1	45	....	....	1	....	17	10	1	2	2	3	.....	36
Transportation, Storage and Communication	7	2	6	7	29	43	7	6	20	25	.....	152	3	1	6	3	27	55	7	6	12	31	1	152
Railways	1	....	2	1	4	7	5	3	6	9	.....	38	1	....	3	1	7	14	4	2	5	2	.....	39
Street and electric railways	....	....	....	....	....	....	....	....	....	....	.....	.....	....	....	....	....	....	3	....	....	....	....	.....	3
Water transportation[3]	6	....	2	2	7	3	....	....	....	4	.....	24	....	....	1	2	10	7	....	....	....	9	.....	29
Air transportation[3]	....	....	....	....	1	2	....	....	....	8	.....	11	2	....	....	....	....	6	....	....	2	7	1	18
Local and highway transportation	....	2	2	4	17	27	2	3	14	3	.....	74	....	1	1	....	9	20	2	3	5	13	.....	54
Storage	....	....	....	....	....	2	....	....	....	....	.....	2	....	....	....	....	....	2	....	1	....	....	.....	3
Telegraphs and telephones	....	....	....	....	....	1	....	....	....	1	.....	2	....	....	1	....	1	2	1	....	....	....	.....	5
Miscellaneous	....	....	....	....	....	1	....	....	....	....	.....	1	....	....	....	....	....	1	....	....	....	....	.....	1

Trade	1		1	2	6	23	1	2	9	9		54	1		1		3	24	4		13	6		52
Wholesale	1		1	2	4	15	1	2	3	6		35			1		2	13	2		10	5		33
Retail					2	8			6	3		19	1				1	11	2		3	1		19
Finance						1			1			1						1						1
Service	1		3		11	42	5	2	7	16	2	89	2		1		25	29	6	6	7	11		87
Public administration			3		10	35	4	2	6	12	2	74	1		1		23	21	5	5	6	6		68
Recreational						1						1					1				1			2
Laundering, drying and cleaning						1						1						2						2
Personal, domestic and business	1				1	5	1		1	4		13	1				1	6	1	1		5		15
Total	36	8	44	29	191	357	36	48	117	190	5	1,061*	30	1	55	26	209	374	42	39	118	186	6	1,086

(1)Preliminary.

(2)Revised.

(3)Includes accidents to seamen and airmen on Canadian craft only; any such accidents occuring outside of Canada are assigned to the province from which craft were operated.

*See footnote (2), Table H-1.

TABLE H-4—INDUSTRIAL FATALITIES IN CANADA IN 1962, BY MONTH AND INDUSTRY

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1962(1)	Per Cent of Total	Total 1961(2)	Per Cent of Total	No. Employed(3) (thousands)
Agriculture	2	2	.....	4	4	8	4	6	7	11	12	2	62	5.9	68	6.3	653
Logging	13	5	7	10	16	11	9	8	6	12	10	8	115	10.8	99	9.1	74
Fishing and Trapping	1	.....	1	.....	.....	1	5	.....	.....	1	.....	3	12	1.1	40	3.7	23
Mining and Quarrying	17	11	13	8	15	14	11	18	11	12	9	7	146	13.8	135	12.4	81
Manufacturing	16	12	22	9	15	15	14	24	18	14	25	11	195	18.4	178	16.4	1,567
Construction	14	6	11	18	19	15	20	19	20	25	6	17	190	17.9	238	21.9	429
Public Utilities	2	2	3	3	7	6	7	4	2	3	5	1	45	4.2	36	3.3	82
Transportation, Storage and Communication	12	10	11	5	15	17	17	13	16	12	8	16	152	14.3	152	14.0	446
Trade	6	2	11	1	1	2	8	4	5	6	4	4	54	5.1	52	4.8	1,002
Finance	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1	0.1	1	0.1	248
Service	9	9	.....	5	4	7	13	14	9	8	5	6	89	8.4	87	8.0	1,615
Total	**92**	**59**	**79**	**64**	**96**	**96**	**108**	**110**	**94**	**104**	**84**	**75**	**1,061***	**100.0**	**1,086**	**100.0**	**6,217****

(1)Preliminary.
(2)Revised.
(3)Annual averages for 1962. Source: Labour Force Bulletin, Dominion Bureau of Statistics.
*See footnote (2), Table H-1.
**Total does not add up because of rounding.

TABLE H-5—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS, 1958-1962

Province	Non-fatal			Fatal	Total
	Medical Aid Only[1]	Temporary Disability	Permanent Disability		
1958					
Newfoundland	4,663	3,410	91	15	8,179
Prince Edward Island	843	616	6	3	1,468
Nova Scotia	8,961	6,075	651	110	15,797
New Brunswick	7,402	5,773	175	35	13,385
Quebec	...	...	...	206	95,868
Ontario	161,355	64,441	2,440	303	228,539
Manitoba	12,983	5,314	259	32	18,588
Saskatchewan	11,136	9,320	202	41	20,699
Alberta	25,995	19,033	781	103	45,912
British Columbia	40,753	20,951	1,249	156	63,109
Total	...	...	...	**1,004**	**511,544**
1959					
Newfoundland	5,142	4,134	92	17	9,385
Prince Edward Island	1,038	800	20	3	1,861
Nova Scotia	10,373	6,451	591	47	17,462
New Brunswick	7,076	6,336	148	27	13,587
Quebec	...	...	...	186	99,258
Ontario	179,358	70,225	2,612	309	252,504
Manitoba	12,983	5,314	259	32	18,588
Saskatchewan	11,932	9,670	151	47	21,800
Alberta	27,602	19,743	815	117	48,277
British Columbia	41,324	21,717	1,134	161	64,336
Total	...	...	...	**946**	**547,058**
1960					
Newfoundland	5,537	4,823	112	26	10,498
Prince Edward Island	1,043	731	13	4	1,791
Nova Scotia	10,336	6,977	529	37	17,879
New Brunswick	11,482	7,585	212	32	19,311
Quebec	...	...	...	220	100,704
Ontario	172,498	64,992	2,710	269	240,469
Manitoba	12,787	8,931	331	22	22,071
Saskatchewan	12,140	9,725	142	25	22,032
Alberta	26,457	19,101	797	116	46,471
British Columbia	38,715	21,518	1,037	161	61,431
Total	...	...	...	**912**	**542,657**
1961					
Newfoundland	5,317	3,495	41	11	8,864
Prince Edward Island	1,053	732	21	3	1,809
Nova Scotia	9,687	6,166	362	33	16,248
New Brunswick	9,097	7,421	223	23	16,764
Quebec	...	...	...	204	99,502
Ontario	175,876	61,148	2,593	273	239,890
Manitoba	12,375	9,019	415	28	21,837
Saskatchewan	12,210	9,976	81	35	22,302
Alberta	29,062	18,976	738	107	48,883
British Columbia	41,556	20,201	1,097	139	62,993
Total	...	...	...	**856**	**539,092**
1962[2]					
Newfoundland	5,997	3,590	42	13	9,642
Prince Edward Island	911	631	8	2	1,542
Nova Scotia	11,646	7,115	44	35	18,840
New Brunswick	10,578	8,419	145	25	19,167
Quebec	...	...	...	160	115,243
Ontario	184,903	12,319	2,728	242	250,192
Manitoba	12,713	9,467	378	31	22,489
Saskatchewan	12,375	11,121	95	41	23,632
Alberta	27,844	20,795	796	131	49,566
British Columbia	41,684	21,636	1,210	164	64,694
Total	...	...	...	**844**	**575,007**

[1]Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation. This period varies from 1 to 5 days.

[2]Preliminary.

OCCUPATIONAL MONOGRAPHS in the "CANADIAN OCCUPATIONS" SERIES

TITLE	Catalogue No.
New Format	**Price 25c**
Printing Trades	L43-0960
Electrical and Electronic Occupations	L43-1662
Careers in Engineering	L43-2060
Careers in Natural Science	L43-2161
Careers in Drafting	L43-3763
Office Occupations	L43-4660
Careers in Library Service	L43-4762
Technicians in Science and Engineering	L43-4862
In Preparation	
Mining Occupations	
Careers in Health Service	
Metal Working Occupations	
Careers in Construction	
Careers in Social Welfare	
Old Format	**Price 10c**
Optometrist	L43-1158
Lawyer	L43-1358
Force Shop Occupations	L43-1759
Tool and Die Maker	L43-1859
Railway Careers	L43-1954
Hospital Workers	L43-3654
Welder	L43-3855
Careers in Home Economics	L43-3956
Occupations in the Aircraft Manufacturing Industry	L43-4056
Careers in Construction	L43-4157
Careers in Meteorology	L43-4358
Teacher	L43-4459
Physical and Occupational Therapist	L43-4559

Send remittance by cheque or money order, made payable to the Receiver General of Canada, to The Queen's Printer, Ottawa, Canada.